PROCEEDINGS OF THE COMMON COUNCIL
IN REGULAR SESSION
TUESDAY, MAY 13 1980

CITY OF FORT WAYNE, INDIANA
JOURNAL OF THE PROCEEDINGS
OF THE COMMON COUNCIL

THE COMMON COUNCIL OF THE CITY OF FORT WAYNE MET IN THE COUNCIL CHAMBERS Tuesday EVENING May 13 A.D., 19 80, IN Regular SESSION. PRESIDENT Vivian G. Schmidt IN THE CHAIR, AND Charles W. Westerman CLERK, AT THE DESK, PRESENT THE FOLLOWING MEMBERS VIZ:

BURNS ✓, EISBART ✓, GiaQUINTA ✓,
NUCKOLS ✓, SCHMIDT, D. ✓, SCHMIDT, V. ✓,
SCHOMBURG ✓, STIER ✓, TALARICO A,

ABSENT

COUNCILMAN ____, ____, ____,

THE INVOCATION WAS GIVEN BY

RECEIVED REPORT FROM THE CITY CONTROLLER FOR THE MONTH OF October, November & December, 1979 - January, February, March & April, 19 80. MOTION MADE AND CARRIED THAT REPORT BE MADE A MATTER OF RECORD AND PLACED ON FILE.

THE MINUTES OF THE LAST REGULAR April 22, 1980,
____, 19__,
SPECIAL ____, 19__,
SESSION HAVING BEEN DELIVERED TO THE COUNCIL, WERE, ON MOTION, APPROVED AND PUBLISHED.

PRAYER TO OPEN CITY COUNCIL
5/13/80

MADAM PRESIDENT, GENTLEMEN, BEFORE WE INVOKE THE PRESENCE OF GOD THIS EVENING, I THINK IT WOULD BE PROPER TO LEVEL WITH YOU ABOUT WHO IT IS, THAT WE ARE ASKING TO BE PRESENT.

THE GOD WE ADDRESS IS THE MIGHTY ONE WHO TOOK ON THE MIGHTY PHAROAH, ON BEHALF OF THE HEBREW SLAVES--AND WON! THIS GOD IS THE ONE WHO TOOK ON HEROD THE GREAT ON BEHALF OF A LITTLE JEWISH BABY--AND WON!

THIS GOD, IS A GOD OF JUSTICE WHO BECOMES ENRAGED WHEN POWER IS ABUSED AT ANY TIME, IN ANY PLACE. THIS GOD PAYS VERY SPECIAL ATTENTION TO THE LITTLE PEOPLE OF THE WORLD, AND DELIGHTS IN HUMBLING THE PROUD AND THE MIGHTY.

WITH THIS IN MIND, LET US PRAY.

HOLY GOD, AS WE COME TOGETHER AS LEADERS IN YOUR CITY, WE FIND OURSELVES ASKING, WHAT MAKES A CITY GREAT AND STRONG? NOT ARCHITECTURE'S GRACEFUL STRENGTH, NOT FACTORIES' EXTENDED LENGTH, BUT PEOPLE WHO SEE THE CIVIC WRONG, AND GIVE THEIR LIVES TO MAKE IT RIGHT, THUS TURNING ITS DARKNESS INTO LIGHT.

WHAT MAKES A CITY THAT WE CAN LOVE? NOT HINGS THAT CAHRM THE OUTWARD SENSE, NOT GROSS DISPLAY OF OPULENCE, BUT RIGHT WHICH WRONG CANNOT REMOVE, AND TRUTH THAT FACES CIVIC SHAME TO BANISH IT IN HONOR'S NAME.

THIS IS A CITY THAT SHALL STAND, A LIGHT UPON A NATION'S HILL, A VOICE THAT EVIL CANNOT STILL, A SOURCE OF BLESSING TO THE LAND; ITS STRENGTH NOT BRICK, NOR STONE, NOR WOOD, BUT JUSTICE, LOVE, AND SISTER AND BROTHERHOOD.

THIS NIGHT, HELP US TO MAKE THIS CITY GREAT AND STRONG. HEAR US AS WE PRAY O LORD, AMEN.

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

office of the mayor

April 23, 1980

To the Common Council
Gentlemen and Mrs. Schmidt:

Today, April 23, 1980, I have approved the following ordinances passed by the Common Council at its regular meeting of April 22, 1980.

(Bill No. A-80-04-01)
(as amended)
APPROPRIATION ORDINANCE NO. A-06-80

AN ORDINANCE appropriating certain funds from the Revenue Sharing Trust Account Fund 134 to various reserve funds

(Bill No. S-80-04-02)
SPECIAL ORDINANCE NO. S-41-80

AN ORDINANCE AUTHORIZING THE CITY OF FORT WAYNE TO ISSUE ITS "ECONOMIC DEVELOPMENT FIRST MORTGAGE REVENUE BONDS, SERIES 1980 (RICHARD R. WEINGART AND JUDITH A. WEINGART PROJECT)" AND APPROVING OTHER ACTIONS IN RESPECT THERETO

(Bill No. S-80-04-03)
SPECIAL ORDINANCE NO. S-42-80

AN ORDINANCE AUTHORIZING THE CITY OF FORT WAYNE TO ISSUE ITS "ECONOMIC DEVELOPMENT FIRST MORTGAGE REVENUE BONDS, SERIES 1980 (PINES OF AMERICA, INC. PROJECT)" AND APPROVING OTHER ACTIONS IN RESPECT THERETO

(Bill No. R-80-03-38)
RESOLUTION NO. R-37-80

A RESOLUTION finding, determining and ratifying an inducement resolution of the Fort Wayne Economic Development Commission authorizing the issuance and

sale of $9,000,000.00 Economic Revenue Bonds of the City of Fort Wayne, Indiana, for the purpose of inducing the Applicant to proceed with the acquisition, construction and equipping of the Project

(Bill No. R-80-04-04)
RESOLUTION NO. R-38-80

INDUCEMENT RESOLUTION relating to the financing of Economic Development facilities for Dayton-Hudson Corporation

(Bill No. R-80-04-05)
RESOLUTION NO. R-39-80

A RESOLUTION authorizing the filing of an application for Urban Development Action Grant Funds for the Civic Center Hotel Project

(Bill No. R-80-04-20)
RESOLUTION NO. R-40-80

A RESOLUTION authorizing payment to various agencies for the purchase of repair parts

(Bill No. R-80-04-21)
RESOLUTION NO. R-41-80

A RESOLUTION authorizing payment for repairs to certain damaged vehicle owned by the City of Fort Wayne, Indiana

(Bill No. Z-78-11-23)
(as amended)
ZONING MAP ORDINANCE NO. Z-15-80

AN ORDINANCE amending the City of Fort Wayne Zoning Map No. I-22

(Bill No. Z-80-02-21)
ZONING MAP ORDINANCE NO. Z-16-80

AN ORDINANCE amending Chapter 33 of the Code of the City of Fort Wayne, Indiana 1974

(Bill No. S-80-04-09)
SPECIAL ORDINANCE NO. S-43-80

AN ORDINANCE approving a contract for Sewer Improvement Resolution No. 309-79, Phase III, between the City of Fort Wayne, Indiana and Bercot, Inc., Contractor for construction of sanitary sewer interceptor along Harber Ditch

(Bill No. S-80-04-10)
SPECIAL ORDINANCE NO. S-44-80

AN ORDINANCE approving an Agreement with M & G Properities, for construction of a sanitary sewer, for Baer Field West

(Bill No. R-80-04-28)
RESOLUTION NO. R-42-80

A RESOLUTION AUTHORIZING AN INCREASE IN BASIC SUBSCRIBER RATES TO CUSTOMERS IN THE AREA KNOWN AS CANTERBURY GREEN IN THE CITY OF FORT WAYNE, INDIANA

Respectfully yours,

Win Moses, Jr.
Mayor

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

city plan commission

29 April 1980

COMMUNICATIONS FROM THE CITY PLAN COMMISSION

The Common Council of the
City of Fort Wayne
City-County Building
One Main Street
Fort Wayne, IN 46802

Gentlemen and Mrs. Schmidt:

Attached hereto is the recommendation of the City Plan Commission on one (1) ordinance concerning the amendment of the Zoning Ordinance (General Ordinance No. G-06-80, amending Chapter 33 of the Municipal Code of the City of Fort Wayne, Indiana, 1946). The proposed ordinance is designated as:

BILL NO. Z-80-03-08

Respectfully submitted,

CITY PLAN COMMISSION

Certified and signed this
29th day of April 1980.

W. Joyce Schlatter

Joyce Schlatter
Secretary

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

city plan commission

29 April 1980

Members of the Common Council
City-County Building
One Main Street
Fort Wayne, IN 46802

Gentlemen and Mrs. Schmidt:

Attached hereto is a resolution pertaining to a zoning ordinance amendment acted upon by the City Plan Commission at their meeting held April 28, 1980. In addition to the reasons outlined in the resolution, the following are additional remarks pertaining to the ordinance:

1. Bill No. Z-80-03-08

2. From R-1 to R-3

3. Intended Use: Professional Office (Real Estate)

4. Plan Commission Recommendation: DO PASS

   This ordinance received a DO PASS recommendation for the following reason:

   This proposal falls within the long standing policies of the Commission regarding the office development along the Lake Avenue corridor.

If there are any questions with regard to this ordinance, please feel free to call on us.

Respectfully submitted,

COMMUNITY DEVELOPMENT & PLANNING

Gary F. Baeten
Senior Planner

GFB:pb

RESOLUTION OF ZONING ORDINANCE AMENDMENT RECOMMENDATION

WHEREAS, the Common Council of the City of Fort Wayne, Indiana, on March 11, 1980, referred a proposed zoning map amendment to the City Plan Commission which proposed ordinance was designated as Bill No. Z-80-03-08; and,

WHEREAS, the required notice of public hearing on such proposed ordinance has been published as required by law; and,

WHEREAS, the City Plan Commission conducted a public hearing on such proposed ordinance on April 21, 1980;

NOW THEREFORE, BE IT RESOLVED that the City Plan Commission does hereby recommend that such proposed ordinance DO PASS for the reasons that a need has been shown for the Land Use Plan to be amended, the amendment will be in the best interest of and benefit to the area involved and of and to the City, and the amendment will not be detrimental to and does not conflict with the overall City Plan;

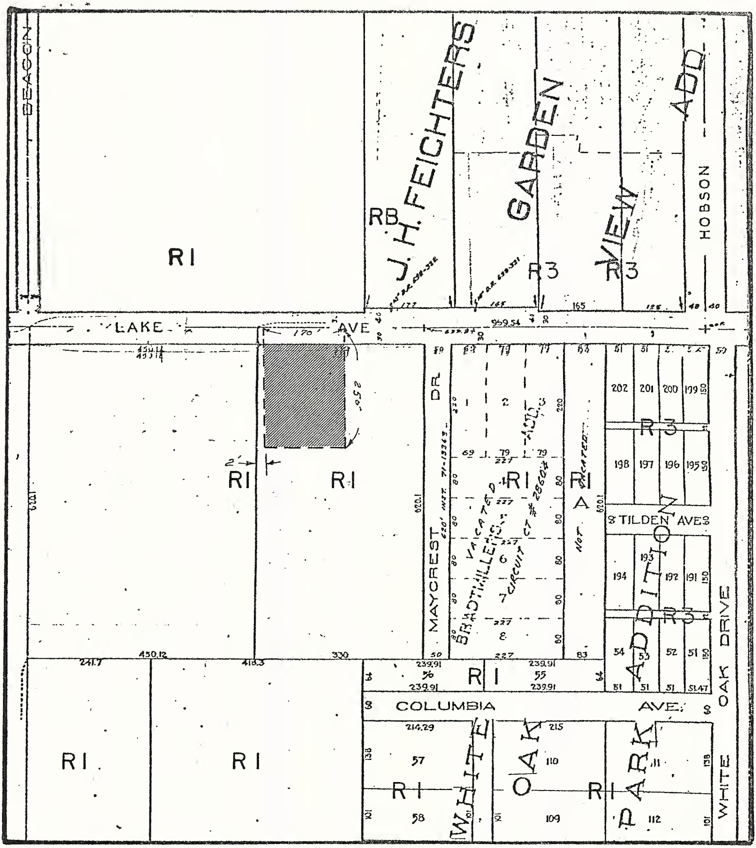
BE IT FURTHER RESOLVED that the Secretary is hereby directed to present a copy of this resolution to the Common Council at its next regular meeting.

This is to certify that the above is a true and exact copy of a resolution adopted at the meeting of the Fort Wayne City Plan Commission held April 28, 1980.

Certified and signed this
29th day of April 1980.

M. Joyce Schlatter

Joyce Schlatter
Secretary



REQUEST TO CHANGE FROM R1 TO R3 ZONING

Map No. Q-10

N

Z-80-03-08

PREPARED BY RK

DATE 2-12-80

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

city plan commission

29 April 1980

COMMUNICATIONS FROM THE CITY PLAN COMMISSION

The Common Council of the
City of Fort Wayne
City-County Building
One Main Street
Fort Wayne, IN 46802

Gentlemen and Mrs. Schmidt:

Attached hereto is the recommendation of the City Plan Commission on one (1) ordinance concerning the amendment of the Zoning Ordinance (General Ordinance No. G-06-80, amending Chapter 33 of the Municipal of the City of Fort Wayne, Indiana, 1946). The proposed ordinance is designated as:

Bill No. Z-80-03-09

Respectfully submitted,

CITY PLAN COMMISSION

Certified and signed this
29th day of April 1980.

M. Joyce Schlatter

Joyce Schlatter
Secretary

AN EQUAL OPPORTUNITY EMPLOYER

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

city plan commission

29 April 1980

Members of the Common Council
City-County Building
One Main Street
Fort Wayne, IN 46802

Gentlemen and Mrs. Schmidt:

Attached hereto is a resolution pertaining to a zoning ordinance amendment acted upon by the City Plan Commission at their meeting held April 28, 1980. In addition to the reasons outlined in the resolution, the following are additional remarks pertaining to the ordinance:

1. Bill No. Z-80-03-09

2. From R-3 to B-1-B

3. Intended Use: Expansion of Legal Non-Conforming Use (Brook's Bar-B-Que)

4. Plan Commission Recommendation: DO PASS

   This ordinance received a DO PASS recommendation for the following reason:

   This rezoning will permit the expansion and improvement of a viable neighborhood business.

If there are any questions with regard to this ordinance, please feel free to call on us.

Respectfully submitted,

COMMUNITY DEVELOPMENT & PLANNING

Gary F. Baeten
Senior Planner

GFB:pb

RESOLUTION OF ZONING ORDINANCE AMENDMENT RECOMMENDATION

WHEREAS, the Common Council of the City of Fort Wayne, Indiana, on March 11, 1980, referred a proposed zoning map amendment to the City Plan Commission which proposed ordinance was designated as Bill No. Z-80-03-09; and,

WHEREAS, the required notice of public hearing on such proposed ordinance has been published as required by law; and,

WHEREAS, the City Plan Commission conducted a public hearing on such proposed ordinance on April 21, 1980;

NOW THEREFORE, BE IT RESOLVED that the City Plan Commission does hereby recommend that such proposed ordinance DO PASS for the reasons that a need has been shown for the Land Use Plan to be amended, the amendment will be in the best interest of and benefit to the area involved and of and to the City, and the amendment will not be detrimental to and does not conflict with the overall City Plan;

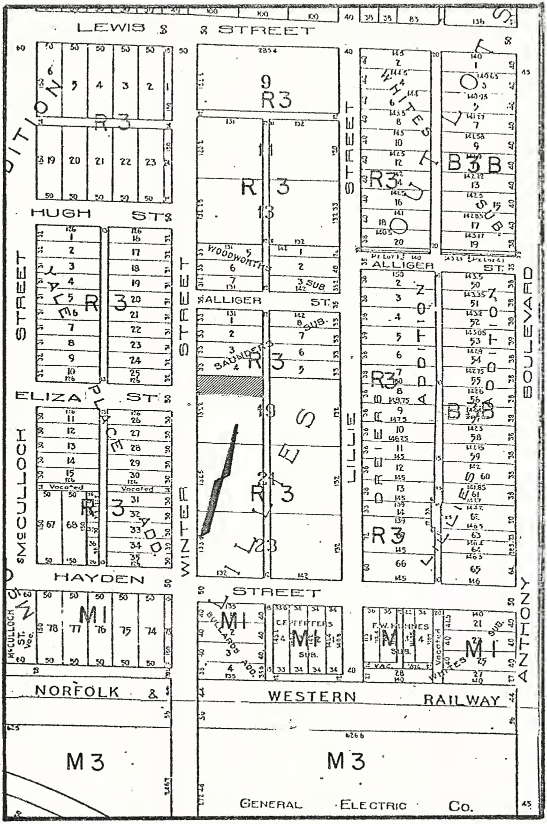
BE IT FURTHER RESOLVED that the Secretary is hereby directed to present a copy of this resolution to the Common Council at its next regular meeting.

This is to certify that the above is a true and exact copy of a resolution adopted at the meeting of the Fort Wayne City Plan Commission held April 28, 1980.

Certified and signed this
29th day of April 1980.

M. Joyce Schlatter

Joyce Schlatter
Secretary



REQUEST TO CHANGE FROM R3 TO BIB ZONING

Map No. O-2

Z-80-03-09

N

DRAWN BY R.K.

DATE 2-7-80

Memorandum

To: Members of the City Council Date: 5 May 1980

From: Paul Norby, CD&P

Subject: Voluntary Annexation of Northrop Village

COPIES TO:

S. Talarico
J. Nuckols
D. Schmidt
R. Schomburg
B. Eisbart
M. Giaquinta
J. Stier
P.M. Burns
V. Schmidt
G. Westerman
J. Logan

At its April 28, 1980 business meeting the City Plan Commission recommended the passage of the Northrop Village annexation, X-80-04-11 and R-80-04-12. This is a voluntary annexation of 23.9 acres proposed for commercial development. The territory is located at the northwest corner of Cook and Coldwater Roads, north of Northrop High School.

Final development plan approval for the proposed commercial development is being handled by the Allen County Plan Commission. City department heads have been able to advise the County on this matter and make sure that the development is appropriate for the City.

Additionally, the entire section of Cook Road between the east edge of Smith Field and Coldwater Road is included. This extends beyond the site of the proposed Northrop Village Shopping Center. Inclusion of this much of Cook Road should make service delivery more efficient, keeping local taxpayers from paying for unnecessary confusion and possible duplication.

A fiscal plan has been prepared as required by R-56-79. It shows that the area can be served by the City. The financial summary indicates that after the period when no tax revenues are received by the City, revenues will exceed costs.

Please inform us of any public hearings or annexation committee discussions of this matter, so that we can attend to answer your questions.

/pb

RESOLUTION OF THE FORT WAYNE CITY PLAN COMMISSION

The City Plan Commission of the City of Fort Wayne does hereby approve the proposed annexation of Northrop Village, annexation Bill No. X-80-04-11 and Resolution No. R-80-04-12, and recommends that X-80-01-20 and R-80-01-21 receive a DO PASS from the Common Council of the City of Fort Wayne.

Tu. Joyce Schlatter

Joyce Schlatter
Secretary

President of the Common Council
City of Fort Wayne, Indiana

Gentlemen:

Attached herewith are authenticated copies of the Board of Public Safety Regulatory Resolution Numbers: 22/80/E
23/80/D
24/80/D

For the purpose of enforcement, please make this communication and the attached Regulatory Resolution a matter of record and incorporate them into the minutes of the next Common Council Meeting.

Respectfully submitted,

Betty M. Stein

Betty M. Stein, Chairwoman
Board of Public Safety

R E T U R N   C E R T I F I C A T E

(Regulatory Resolution No. 22/80/E 23/80/D 24/80/D)

I hereby certify that I did this 21st day of April, 1980 deliver to each, the City Traffic Engineer, the Chief of Police, the City Attorney, the City Clerk and the President of the Common Council of the City of Fort Wayne, Indiana respectively, a copy of the within Regulatory Resolution No. 22/80/E 23/80/D 24/80/D of the Board of Public Safety of the City of Fort Wayne, duly certified by me as Chairman of said Board, in accordance with the provisions of Section 17-4 of Chapter 17, of the Code of the City of Fort Wayne, Indiana 1974.

Betty [signature]

CHAIRMAN, Board of Public Safety

REGULATORY RESOLUTION NO. 22/80/E

(Adopted April 21, 19 80)

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make temporary or experimental regulations to cover special conditions; and,

WHEREAS, a special condition has arisen justifying the Temporary Experimental Regulation hereinafter ordered, with regard to STOP INTERSECTION (EMERGENCY)

: AND,

WHEREAS, the City Traffic Engineer has, by written memorandum dated April 17, 19 80, submitted to this Board his advice with regard to the regulation herein adopted, which written memorandum is on file in the office of this Board;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA:

That, pursuant to the authority granted to this Board by Section 17-4 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 to make temporary or experimental regulations to cover special conditions, it is hereby ordered, effective April 21, 19 80, and for a period of sixty (60) days thereafter, and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

STOP INTERSECTION (EMERGENCY)

Meda Pass -- stop -- for Ojibway Trail

REGULATORY RESOLUTION NO. 23/80 /D

(Adopted April 21, 19 80)

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make regulations to carry out its delegated authority thereunder; and,

WHEREAS, Section 14 of said chapter delegates to this Board authority to DELETE: PREFERENTIAL INTERSECTION (DELEGATED); and,

WHEREAS, the City Traffic Engineer has, by written memorandum dated April 17, 19 80, submitted to this Board his advice with regard to the regulation hereinafter adopted, which written memorandum is on file in the office of this Board:

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA

That, pursuant to the authority delegated to this Board by Section 14 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974, it is hereby ordered, effective April 21, 19 80 and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

DELETE:

PREFERENTIAL INTERSECTION (DELEGATED)

Ojibway Trail -- pref. -- at Meda Pass

REGULATORY RESOLUTION NO. 24/80/D

(Adopted April 21, 19 80)

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make regulations to carry out its delegated authority thereunder; and,

WHEREAS, Section 121 of said chapter delegates

to this Board authority to NO PARKING (DELEGATED)

; and,

WHEREAS, the City Traffic Engineer has, by written

memorandum dated April 17, 19 80, submitted to this Board his advice with regard to the regulation hereinafter adopted, which written memorandum is on file in the office of this Board:

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA

That, pursuant to the authority delegated to this Board

by Section 121 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974, it is hereby ordered, effective

April 21, 1980, and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

NO PARKING (DELEGATED)

Kentucky Ave. -- east side -- from the north property line of East State Blvd. to 35 ft. north thereof

NO PARKING (DELEGATED)

Bayer Ave. -- west side -- from the south property line of East State Blvd.. to 45 ft. south thereof

DELETE:

NO PARKING (DELEGATED)

Bayer Ave. -- west side -- from the south curb of East State Blvd. to 90 ft. south thereof.

President of the Common Council
City of Fort Wayne, Indiana

Gentlemen:

Attached herewith are authenticated copies of the Board of Public Safety Regulatory Resolution Number: 25/80/E

For the purpose of enforcement, please make this communication and the attached Regulatory Resolution a matter of record and incorporate it into the minutes of the next Common Council Meeting.

Respectfully submitted,

Betty M. Stein, Chairwoman
Board of Public Safety

R E T U R N   C E R T I F I C A T E

(Regulatory Resolution No. 25/80/E)

I hereby certify that I did this 25th day of April, 1980 deliver to each, the City Traffic Engineer, the Chief of Police, the City Attorney, the City Clerk and the President of the Common Council of the City of Fort Wayne, Indiana respectively, a copy of the within Regulatory Resolution No. 25/80/E of the Board of Public Safety of the City of Fort Wayne, duly certified by me as Chairman of said Board, in accordance with the provisions of Section 17-4 of Chapter 17, of the Code of the City of Fort Wayne, Indiana 1974.

CHAIRMAN, Board of Public Safety

REGULATORY RESOLUTION NO. 25/80/E

(Adopted April 25, 19 80)

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make temporary or experimental regulations to cover special conditions; and,

WHEREAS, a special condition has arisen justifying the Temporary Experimental Regulation hereinafter ordered, with regard to NO PARKING (EMERGENCY)

: AND,

WHEREAS, the City Traffic Engineer has, by written memorandum dated April 24, 19 80, submitted to this Board his advice with regard to the regulation herein adopted, which written memorandum is on file in the office of this Board;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA:

That, pursuant to the authority granted to this Board by Section 17-4 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 to make temporary or experimental regulations to cover special conditions, it is hereby ordered, effective April 25, 19 80, and for a period of sixty (60) days thereafter, and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

NO PARKING (EMERGENCY)

Cochrane St. -- south side -- from Coombs St. to the west terminus

President of the Common Council
City of Fort Wayne, Indiana

Gentlemen:

Attached herewith are authenticated copies of the Board of Public Safety Regulatory Resolution Numbers: 26/80/E
27/80/D

For the purpose of enforcement, please make this communication and the attached Regulatory Resolutions a matter of record and incorporate them into the minutes of the next Common Council Meeting.

Respectfully submitted,

Betty M. Stein, Chairwoman
Board of Public Safety

R E T U R N   C E R T I F I C A T E

(Regulatory Resolution No. 26/80/E 27/80/D)

I hereby certify that I did this 28th day of April, 19 80 deliver to each, the City Traffic Engineer, the Chief of Police, the City Attorney, the City Clerk and the President of the Common Council of the City of Fort Wayne, Indiana respectively, a copy of the within Regulatory Resolution No. 26/80/E 27/80/D of the Board of Public Safety of the City of Fort Wayne, duly certified by me as Chairman of said Board, in accordance with the provisions of Section 17-4 of Chapter 17, of the Code of the City of Fort Wayne, Indiana 1974.

CHAIRMAN, Board of Public Safety

REGULATORY RESOLUTION NO. 26/80/E

(Adopted April 25, 19 80)

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make temporary or experimental regulations to cover special conditions; and,

WHEREAS, a special condition has arisen justifying the Temporary Experimental Regulation hereinafter ordered, with

regard to STOP INTERSECTION (EMERGENCY)

: AND,

WHEREAS, the City Traffic Engineer has, by written memorandum

dated April 24, 19 80, submitted to this Board his advice with regard to the regulation herein adopted, which written memorandum is on file in the office of this Board;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA:

That, pursuant to the authority granted to this Board by Section 17-4 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 to make temporary or experimental regulations to cover special conditions, it is hereby ordered, effective

April 25, 19 80, and for a period of sixty (60) days thereafter, and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

STOP INTERSECTION (EMERGENCY)

Koons St. -- stop -- for Beaty Ave.

REGULATORY RESOLUTION NO. 27/80/D

(Adopted April 25, 19 80

WHEREAS, Section 17-4, Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974 authorizes the Board of Public Safety to make regulations to carry out its delegated authority thereunder; and,

WHEREAS, Section 14 of said chapter delegates to this Board authority to DELETE: PREFERENTIAL INTERSECTION (DELEGATED) ; and,

WHEREAS, the City Traffic Engineer has, by written memorandum dated April 24, 19 80, submitted to this Board his advice with regard to the regulation hereinafter adopted, which written memorandum is on file in the office of this Board:

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF PUBLIC SAFETY OF THE CITY OF FORT WAYNE, INDIANA

That, pursuant to the authority delegated to this Board by Section 14 of Chapter 17 of the Code of the City of Fort Wayne, Indiana of 1974, it is hereby ordered, effective April 25, 19 80, and when signs are erected pursuant hereto giving notice thereof, that the FOLLOWING IS ESTABLISHED:

DELETE:

PREFERENTIAL INTERSECTION (DELEGATED)

Beaty Ave. -- preferential -- at Koons St.

DATE APRIL - 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	(2,868,751.90)	2,379,062.05	1,757,294.53	(2,246,984.38)
119 - CETA	677,040.08	310,951.65	591,780.71	396,211.02
120 - AVIATION	152,072.24	737,265.97	748,614.13	140,724.08
121 - PARK GENERAL	(146,925.88)	415,361.65	354,553.45	(86,117.68)
123 - REDEVELOPMENT - GENERAL	(16,274.16)	18,385.00	6,790.40	(4,679.56)
128 - MOTOR VEHICLE HIGHWAY	604,300.07	547,425.03	244,639.34	907,085.76
129 - M V H CAPITAL PROJECT	1,024,051.77	----------	----------	1,024,051.77
131 - E E O C	49,517.66	7,625.00	7,587.68	49,554.98
132 - PARKING ADM.	90,101.00	25,308.32	20,762.62	94,646.70
133 - M I E E O C	1,128.12	----------	----------	1,128.12
134 - REVENUE SHARING	1,244,113.85	484,481.00	11,112.05	1,717,482.80
135 - LAND PUBLIC WORKS	213.64	----------	----------	213.64
146 - FIRE ARTS FOUNDATIONS	.46	4,800.00	----------	4,800.46
147 - ACCIDENT REPORT ACCOUNT	27,047.70	1,542.00	----------	28,589.70
153 - LAW ENFORCEMENT	2,300.00	----------	----------	2,300.00
154 - FT. WAYNE FIRE FIGHTING	19,932.82	----------	1,076.60	18,856.22
160 - OMNIBUS CRIME	19,935.16	----------	3,201.37	16,733.79
164 - RIVERBANK - FLOOD CONTROL	----------	400,000.00	400,000.00	----------
165 - JUNK CARS	7,401.30	395.00	165.45	7,630.85
166 - CATV REVOLVING	4,064.31	6,691.50	----------	10,755.81

months of:

October - November December	79
January February March April	80

DATE APRIL - 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	---------	--------	328,480.00
182 - DOWNTOWN CIVIC CENTER	196,534.28	---------	34,910.00	161,624.28
189 - CDBG DISCRETIONERY	49,960.03	3,051.83	1,164.35	51,847.51
190 - TITLE #20	1,603.60	----------	----------	1,603.60
191 - FEDERAL REVOLVING	12,887.62	6,500.00	7,487.67	11,899.95
194 - EDA GRANT	1,298.23	25,000.00	11,299.62	14,998.61
195 - COMM.DEV. BLOCK GRANT	71,443.92	19,988.91	205,899.70	(114,466.87)
196 - SENIOR CITIZEN CENTER	----------	----------	----------	----------
197 - RECREATIONAL SUPPORT PROGRAM	----------	----------	----------	----------
226 - REDEVELOPMENT BOND	1,853.22	43,500.00	--------	45,353.22
281 - STREET BOND RETIREMENT FUND	11,098.72	47,700.00	---------	58,798.72
282 - PARKING GARAGE _ SINKING FUND	6,315.87	----------	----------	6,315.87
317 - IND. R-51 PROJECT	23,596.46	485.00	20,476.00	3,605.46
319 - REDEVELOPMENT CBD	155,639.69	772,380.36	924,829.84	3,190.21
321 - AIRPORT IMPROVEMENT BOND	51,918.44	405,833.33	449,756.32	7,995.45
330 - SEWER RELIEF	86,230.32	32,000.00	20,693.73	97,536.59

DATE APRIL - 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - PUBLIC LIGHTING	138,651.98	21,000.00	--------	159,651.98
338 - LOCAL ROAD & STREETS	1,107,870.64	124,632.87	135,999.36	1,096,504.15
344 - REDEVELOPMENT DISTRICT CAPITAL	39,499.09	33,000.00	458.00	72,041.09
345 - CUMMULATIVE CAPITAL IMPROVEMENT	324,393.62	----------	-----------	324,393.62
355 - PARK CUMMULATIVE CAPT.	119.29	175,735.03	175,000.00	854.32
380 - 1975 STREET BOND FUND	22,545.95	-------	---------	22,545.95
382 - CIVIL CITY PARKING GARAGE	(241,464.80)	317,887.50	300,000.00	(223,577.30)
401 - WORKER'S COMP.	1,365.82	1,058.56	--------	2,424.38
411 - CIVIL CITY PAYROLL	198,720.89	1,472,947.14	1,587,377.37	84,290.66
422 - PARK TRUST	5,914.53	362,541.04	318,183.56	50,272.01
424 - EMS PARK TRUST	2,975.04	--------	119.90	2,855.14
425 - R-53 ADM. REVOLVING	11,513.22	3,583.98	5,054.90	10,042.30
437 - HUMANE TRUST	13,526.10	1,265.00	1,695.00	13,096.10
439 - MUNICIPAL PENSION 440 - FIRE PENSION	10,659.55 (288,877.19)	6,822.25 192,123.49	6,822.25 153,735.57	10,659.55 (250,489.27)
441 - POLICE PENSION	(334,310.29)	199,893.36	165,068.32	(299,485.25)
442 - SOP PENSION	(11,216.53)	10,253.90	7,004.23	(7,966.86)

DATE APRIL - 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPT	DISBRUSEMENTS	ENDING BALANCE
463 - CETA PAYROLL	39,488.90	272,304.61	304,668.26	7,125.25
470 - NEW FIRE PENSION	(10,712.88)	---------	(17,566.26)	6,853.38
471 - NEW POLICE PENSION	(19,373.24	---------	(31,315.00)	11,941.76
501 - WATER CONSTRUCTION	21,593.92	2,019,504.17	2,040,192.56	905.53
512 - UTILITIES - ELECTRIC	120,506.86	2,041,300.54	2,001,363.19	160,444.21
513 - UTILITIES - WATER	60,264.59	1,822,907.76	1,814,976.81	68,195.54
514 - UTILITIES - SEWER	84,565.80	4,941,971.39	4,996,307.31	30,229.88
901 - INSURANCE	34,720.85	2,015.66	4,402.71	32,333.80
999 - INVESTMENTS	(2,505,000.00)	2,553,000.00	3,450,000.00	(3,402,000.00)
TOTALS	718,070.35	23,271,481.85	23,243,643.60	745,908.60

FUND BALANCE $745,908.60

BANK BALANCE $745,908.60

FUNDS AND BANKS ARE IN BALANCE

DATE APRIL - 1980

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(1,300,000.00)	600,000.00	600,000.00	(1,300,000.00)
121 - PARK GENERAL	----------	----------	----------	----------
143 - AVIATION - LAND SALE	----------	----------	----------	----------
164 - RIVERBANK - FLOOD CONTROL	----------	----------	400,000.00	(400,000.00)
182 - DOWNTOWN CIVIC CENTER	(350,000.00)	----------	----------	(350,000.00)
226 - REDEVELOPMENT - DIST. BOND	(75,000.00)	----------	----------	(75,000.00)
282 - PARKING GARAGE - SINKING FUND	(100,000.00)	----------	----------	(100,000.00)
317 - REDEVELOPMENT - IND-51 PROJECT	----------	----------	20,000.00	(20,000.00)
319 - CBD - REVITALIZATION	(1,050,000.00)	752,000.00	922,000.00	(1,220,000.00)
321 - AIRPORT IMP. BOND	(2,400,000.00)	400,000.00	400,000.00	(2,400,000.00)
344 - REDEVELOPMENT DIST. CAPITAL	(350,000.00)	----------	----------	(350,000.00)
355 - PARK CUMULATIVE CAPITAL	(172,000.00)	172,000.00	175,000.00	(175,000.00)
382 - CIVIC CITY PARKING GARAGE	(600,000.00)	300,000.00	300,000.00	(600,000.00)
422 - PARK TRUST	(345,000.00)	345,000.00	308,000.00	(308,000.00)
501 - WATER CONSTRUCTION	(10,225,000.00)	2,000,000.00	1,100,000.00	(9,325,000.00)
512 - UTILITIES - ELECTRIC	(1,700,000.00)	1,400,000.00	1,200,000.00	(1,500,000.00)
513 - UTILITIES - WATER	(2,800,000.00)	1,000,000.00	1,100,000.00	(2,900,000.00)
514 - UTILITIES - SEWER	(6,700,000.00)	1,700,000.00	4,500,000.00	(9,500,000.00)
999 - INVESTMENTS	(2,505,000.00)	2,553,000.00	3,450,000.00	(3,402,000.00)
TOTALS	(30,672,000.00)	11,222,000.00	14,475,000.00	(33,925,000.00)

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	(1,431,457.78)	232,110.86	1,669,404.98	(2,868,751.90)
119 - CETA	1,025,437.10	268,060.00	616,457.02	677,040.08
120 - AVIATION	88,818.92	1,473,863.69	1,410,610.37	152,072.24
121 - PARK GENERAL	130,290.71	20,410.49	297,627.08	(146,925.88)
123 - REDEVELOPMENT - GENERAL	(8,182.98)	2,085.00	10,776.18	(16,274.16)
128 - MOTOR VEHICLE HIGHWAY	573,896.40	200,629.27	170,225.60	604,300.07
129 - M V H CAPITAL PROJECT	910,939.11	113,112.66	----------	1,024,051.77
131 - E E O C	43,697.37	9,625.00	3,804.71	49,517.66
132 - PARKING ADM.	100,341.46	24,331.45	34,571.91	90,101.00
133 - M I E E O C	1,128.12	----------	----------	1,128.12
134 - REVENUE SHARING	1,308,530.30	125.00	64,541.45	1,244,113.85
135 - LAND PUBLIC WORKS	213.64	----------	----------	213.64
146 - FIRE ARTS FOUNDATIONS	.46	----------	----------	.46
147 - ACCIDENT REPORT ACCOUNT	26,030.98	1,852.00	835.28	27,047.70
153 - LAW ENFORCEMENT TRAININT		2,300.00		2,300.00
154 - FT. WAYNE FIRE FIGHTING	21,157.70	----------	1,224.88	19,932.82
160 - OMNIBUS CRIME	7,802.06	14,464.54	2,331.44	19,935.16
165 - JUNK CARS	7,160.25	678.95	437.90	7,401.30
166 - CATV REVOLVING	4,064.31	----------	----------	4,064.31

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	----------	---------	328,480.00
182 - DOWNTOWN CIVIC CENTER	400,762.19	----------	204,227.91	196,534.28
189 - CDBG DISCRETIONERY	40,925.41	12,237.23	3,202.61	49,960.03
190 - TITLE #20	1,603.60	----------	----------	1,603.60
191 - FEDERAL REVOLVING	20,889.36	5,500.00	13,501.74	12,887.62
194 - EDA GRANT	12,187.36	----------	10,889.13	1,298.23
195 - COMM.DEV. BLOCK GRANT	(34,808.27)	488,591.89	382,339.70	71,443.92
196 - SENIOR CITIZEN CENTER	---------	----------	----------	----------
197 - RECREATIONAL SUPPORT PROGRAM	----------	----------	----------	----------
226 - REDEVELOPMENT BOND	228.22	76,625.00	75,000.00	1,853.22
281 - STREET BOND RETIREMENT FUND	11,145.28	---------	46.56	11,098.72
282 - PARKING GARAGE _ SINKING FUND	6,315.87	---------	----------	6,315.87
317 - IND. R-51 PROJECT	23,468.47	127.99	----------	23,596.46
319 - REDEVELOPMENT CBD	148,847.24	310,125.00	303,332.55	155,639.69
321 - AIRPORT IMPROVEMENT BOND	30,689.60	712,333.33	691,104.49	51,918.44
330 - SEWER RELIEF	86,230.32	---------	---------	86,230.32

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - PUBLIC LIGHTING	202,034.84	----------	63,382.86	138,651.98
338 - LOCAL ROAD & STREETS	1,033,330.33	151,070.08	76,529.77	1,107,870.64
344 - REDEVELOPMENT DISTRICT CAPITAL	31,955.13	357,583.00	350,039.04	39,499.09
345 - CUMMULATIVE CAPITAL IMPROVEMENT	324,393.62	----------	----------	324,393.62
355 - PARK CUMMULATIVE CAPT.	119.29	---------	----------	119.29
380 - 1975 STREET BOND FUND	22,545.95	----------	----------	22,545.95
382 - CIVIL CITY PARKING GARAGE	(241,431.16)	----------	33.64	(241,464.80)
401 - WORKER'S COMP.	126.75	1,239.07	----------	1,365.82
411 - CIVIL CITY PAYROLL	133,929.60	1,466,950.66	1,402,159.37	198,720.89
422 - PARK TRUST	62,782.04	155,917.43	212.784.94	5,914.53
424 - EMS PARK TRUST	405.04	2,570.00	--------	2,975.04
425 - R-53 ADM. REVOLVING	13,868.72	1,317.28	3,672.78	11,513.22
437 - HUMANE TRUST	12,861.10	1,015.00	350.00	13,526.10
439 - MUNICIPAL PENSION 440 - FIRE PENSION	10,659.55 (159,499.32)	7,112.86 21,292.29	7,112.86 150,670.16	10,659.55 (288,877.19)
441 - POLICE PENSION	(193,617.80)	22,572.36	163,264.85	(334,310.29)
442 - SOP PENSION	(4,930.30)	718.00	7,004.23	(11,216.53)

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
463 - CETA PAYROLL FUND	25,772.15	271,666.03	257,949.28	39,488.90
470 - NEW FIRE PENSION	(10,712.88)	----------	----------	(10,712.88)
471 - NEW POLICE PENSION	(19,373.24)	----------	----------	(19,373.24)
501 - WATER CONSTRUSTION	16,588.90	2,057,750.00	2,052,744.98	21,593.92
512 - UTILITIES, ELECTRIC	(89,665.07)	2,382,242.25	2,172,070.32	120,506.86
513 - UTILITIES, WATER	48,583.18	3,132,208.77	3,120,527.36	60,264.59
514 - UTILITIES, SEWER	43,268.37	3,563,968.90	3,522,671.47	84,565.80
901 - INSURANCE	31,098.63	4,832.44	1,210.22	34,720.85
999 - INVESTMENTS	(4,100,000.00)	4,100,000.00	2,505,000.00	(2,505,000.00)
TOTALS	1,081,926.20	21,671,215.77	22,035,071.62	718,070.35

DATE MARCH - 1980

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(1,152,000.00)	1,152,000.00	1,300,000.00	(1,300,000.00)
121 - PARK GENERAL	-------------	------------	-------------	-------------
143 - AVIATION - LAND SALE	-------------	------------	-------------	-------------
182 - DOWNTOWN CIVIC CENTER	(350,000.00)	------------	-------------	(350,000.00)
226 - REDEVELOPMENT DISTRICT BOND	(75,000.00)	75,000.00	350,000.00	(350,000.00)
282 - PARKING GARAGE - SINKING	(100,000.00)	------------	-------------	(100,000.00)
319 - CBD REVITALIZATION	(1,100,000.00)	300,000.00	250,000.00	(1,050,000.00)
321 - AIRPORT IMPROVEMENT BOND	(2,500,000.00)	700,000.00	600,000.00	(2,400,000.00)
344 - REDEVELOPMENT DISTRICT CAPT.	(350,000.00)	350,000.00	75,000.00	(75,000.00)
355 - PARK CUMMULATIVE CAPT.	(172,000.00)	------------	------------	(172,000.00)
382 - CIVIC CENTER PARKING GARAGE CONST.	(600,000.00)	------------	------------	(600,000.00)
422 - PARK TRUST	(298,000.00)	148,000.00	195,000.00	(345,000.00)
501 - WATER CONSTRUCTION	(10,925,000.00)	2,000,000.00	1,300,000.00	(10,225,000.00)
512 - UTILITIES, ELECTRIC	(1,750,000.00)	1,750,000.00	1,700,000.00	(1,700,000.00)
513 - UTILITIES, WATER	(2,850,000.00)	2,350,000.00	2,300,000.00	(2,800,000.00)
514 - UTILITIES, SEWER	(5,000,000.00)	1,100,000.00	2,800,000.00	(6,700,000.00)
999 - INVESTMENTS	(4,100,000.00)	4,100,000.00	2,505,000.00	(2,505,000.00)
	(31,322,000.00)	14,025,000.00	13,375,000.00	(30,672,000.00)

DATE FEB. - 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	244,654.16	165,109.59	1,841,221.53	(1,431,457.78)
119 - CETA	986,071.54	619,975.12	580,609.56	1,025,437.10
120 - AVIATION	67,290.22	133,755.73	112,227.03	88,818.92
121 - PARK GENERAL	68,320.24	330,764.60	268,794.13	130,290.71
123 - REDEVELOPMENT - GENERAL	(2,046.30)	1,785.00	7,921.68	(8,182.98)
128 - MOTOR VEHICLE HIGHWAY	575,848.11	137,312.84	139,264.55	573,896.40
129 - M V H CAPITAL PROJECT	797,826.45	113,112.66	---------	910,939.11
131 - E E O C	40,758.32	7,625.00	4,685.95	43,697.37
132 - PARKING ADM.	88,846.48	22,147.59	10,652.61	100,341.46
133 - M I E E O C	64.19	2,000.00	936.07	1,128.12
134 - REVENUE SHARING	1,386,306.56	--------	77,776.26	1,308,530.30
135 - LAND PUBLIC WORKS	213.64	---------	-----------	213.64
146 - FIRE ARTS FOUNDATIONS	10,630.46	---------	10,630.00	.46
147 - ACCIDENT REPORT ACCOUNT	25,284.91	1,372.00	625.93	26,030.98
154 - FT. WAYNE FIRE FIGHTING	17,222.11	3,935.59	---------	21,157.70
160 - OMNIBUS CRIME	8,959,86	-------	1,157.80	7,802.06
165 - JUNK CARS	7,286.10	--------	125.85	7,160.25
166 - CATV REVOLVING	4,054.31	10.00	-----------	4,064.31

DATE FEBRUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	-------	---------	328,480.00
182 - DOWNTOWN CIVIC CENTER	468,762.19	--------	68,000.00	400,762.19
189 - CDBG DISCRETIONERY	42,448.91	-------	1,523.50	40,925.41
190 - TITLE #20	1,603.60	--------	-----------	1,603.60
191 - FEDERAL REVOLVING	18,852.43	5,359.95	3,323.02	20,889.36
194 - EDA GRANT	21,238.32	-------	9,050.96	12,187.36
195 - COMM.DEV. BLOCK GRANT	(277,426.06)	500,240.53	257,622.74	(34,808.27)
196 - SENIOR CITIZEN CENTER	.83	-------	.83	---------
197 - RECREATIONAL SUPPORT PROGRAM	--------	----------	----------	----------
226 - REDEVELOPMENT BOND	577.47	---------	349.25	228.22
281 - STREET BOND RETIREMENT FUND	11,145.28	---------	---------	11,145.28
282 - PARKING GARAGE _ SINKING FUND	6,315.87	---------	----------	6,315.87
317 - IND. R-51 PROJECT	24,372.01	----------	903.54	23,468.47
319 - REDEVELOPMENT CBD	174,488.12	206,625.00	232,265.88	148,847.24
321 - AIRPORT IMPROVEMENT BOND	40,716.26	505,688.89	515,715.55	30,689.60
330 - SEWER RELIEF	89,931.82	1,858.50	5,560.00	86,230.32

DATE FEBRUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - PUBLIC LIGHTING	204,497.89	-----	2,463.05	202,034.84
338 - LOCAL ROAD & STREETS	1,001,112.72	82,409.01	50,191.40	1,033,330.33
344 - REDEVELOPMENT DISTRICT CAPITAL	(225,162.15)	262,000.00	4,882.72	31,955.13
345 - CUMMULATIVE CAPITAL IMPROVEMENT	324,696.40	-------	302.78	324,393.62
355 - PARK CUMMULATIVE CAPT.	38.29	172,081.00	172,000.00	119.29
380 - 1975 STREET BOND FUND	22,545.95	--------	--------	22,545.95
382 - CIVIL CITY PARKING GARAGE	20,568.84	-------	262,000.00	(241,431.16)
401 - WORKER'S COMP.	33.90	92.85	-------	126.75
411 - CIVIL CITY PAYROLL	297,077.60	1,452,388.86	1,615,536.86	133,929.60
422 - PARK TRUST	7,367.48	223,795.35	168,380.79	62,782.04
424 - EMS PARK TRUST	405.04	-------	-------	405.04
425 - R-53 ADM. REVOLVING	13,651.30	1,666.90	1,449.48	13,868.72
437 - HUMANE TRUST	13,711.10	900.00	1,750.00	12,861.10
439 UTILITIES PENSION	10,659.55	6,872.13	6,872.13	10,659.55
440 - FIRE PENSION	125,288.46	14,123.10	298,910.88	(159,499.32)
441 - POLICE PENSION	118,785.12	14,696.38	327.099.30	(193,617.80)
442 - SOP PENSION	8,337.12	768.81	14,036.23	(4,930.30)

DATE FEBRUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
463 - CETA PAYROLL FUND	12,625.70	258,858.94	245,712.49	25,772.15
470 - NEW FIRE PENSION	(10,712.88)	---------	---------	(10,712.88)
471 - NEW POLICE PENSION	(19,373.24)			(19,373.24)
501 - WATER CONSTRUSTION	133,917.59	758,125.00	875,453.69	16,588.90
512 - UTILITIES, ELECTRIC	19,655.70	588,470.80	697,791.57	(89,665.07)
513 - UTILITIES, WATER	103,944.68	3,236,089.23	3,291,450.73	48,583.18
514 - UTILITIES, SEWER	50,248.29	2,562,513.50	2,569,493.42	43 268.37
901 - INSURANCE	39,342.97	7,792.90	16,037.24	31,098.63
999 - INVESTMENTS	(7,300,000.00)	5,300,000.00	2,100,000.00	(4,100,000.00)
	252,361.83	17,702,323.35	16,872.758.98	1,081.926.20

DATE FEBRUARY 1980

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(1,152,000.00)	----------	----------	(1,152,000.00)
121 - PARK GENERAL	(300,000.00)	300,000.00	----------	----------
143 - AVIATION - LAND SALE	----------	----------	----------	----------
182 - DOWNTOWN CIVIC CENTER	(350,000.00)	----------	----------	(350,000.00)
226 - REDEVELOPMENT DISTRICT BOND	(75,000.00)	----------	----------	(75,000.00)
282 - PARKING GARAGE - SINKING	(100,000.00)	----------	----------	(100,000.00)
319 - CBD REVITALIZATION	(1,100,000.00)	200,000.00	200,000.00	(1,100,000.00)
321 - AIRPORT IMPROVEMENT BOND	(2,500,000.00)	500,000.00	500,000.00	(2,500,000.00)
344 - REDEVELOPMENT DISTRICT CAPT.	(350,000.00)	----------	----------	(350,000.00)
355 - PARK CUMULATIVE CAPT.	(168,000.00)	168,000.00	172,000.00	(172,000.00)
382 - CIVIC CENTER PARKING GARAGE CONST.	(600,000.00)	----------	----------	(600,000.00)
422 - PARK TRUST	(358,000.00)	210,000.00	150,000.00	(298,000.00)
501 - WATER CONSTRUCTION	(11,675,000.00)	750,000.00	----------	(10,925,000.00)
512 - UTILITIES, ELECTRIC	(1,550,000.00)	200,000.00	400,000.00	(1,750,000.00)
513 - UTILITIES, WATER	(2,400,000.00)	2,400,000.00	2,850,000.00	(2,850,000.00)
514 - UTILITIES, SEWER	(5,300,000.00)	2,100,000.00	1,800,000.00	(5,000,000.00)
999 - INVESTMENTS	(7,300,000.00)	5,300,000.00	2,100,000.00	(4,100,000.00)
	(35,278,000.00)	12,128,000.00	8,172,000.00	(31,322,000.00)

DATE JAN. 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	1,525,768.03	398,387.46	1,679,501.33	244,654.16
119 - CETA	1,632,289.79	3,086.00	649,304.25	986,071.54
120 - AVIATION	141,082.87	814,600.67	888,393.32	67,290.22
121 - PARK GENERAL	149,214.39	445,672.26	526,566.39	68,320.26
123 - REDEVELOPMENT - GENERAL	3,793.28	1,960.00	7,799.58	(2,046.30)
128 - MOTOR VEHICLE HIGHWAY	603,717.35	85,245.79	113,115.03	575,848.11
129 - M V H CAPITAL PROJECT	684,698.26	113,128.19	----------	797.826.45
131 - E E O C	46,458.65	----------	5,700.33	40,758.32
132 - PARKING ADM.	90,733.37	21,524.97	23,411.86	88,846.48
133 - M I E E O C	258.65	----------	194.46	64.19
134 - REVENUE SHARING	914,003.21	484,481.00	12,177.65	1,386,306.56
135 - LAND PUBLIC WORKS	2,938.64	----------	2,725.00	213.64
146 - FIRE ARTS FOUNDATIONS	10,630.46	----------	----------	10,630.46
147 - ACCIDENT REPORT ACCOUNT	23,314.15	2,861.00	890.24	25,284.91
154 - FT. WAYNE FIRE FIGHTING	17,222.11	3,935.59	----------	21,157.70
160 - OMNIBUS CRIME	9,357.27	910.95	1,308.36	8,959.86
165 - JUNK CARS	5,651.09	3,358.50	1,723.49	7,286.10
166 - CATV REVOLVING	447.31	3,607.00	----------	4,054.31
	5,811,578.88	2,3[illegible],759.38	3912,811.29	4,331,526.77

DATE JANUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	--------	--------	328,480.00
182 - DOWNTOWN CIVIC CENTER	468,762.19	--------	--------	468,762.19
189 - CDBG DISCRETIONERY	48,211.94	25,000.00	30,763.03	42,448.91
190 - TITLE #20	1,603.60	----------	---------	1,603.60
191 - FEDERAL REVOLVING	13,155.36	11,700.00	6,002.93	18,852.43
194 - EDA GRANT	29,489.23	----------	7,975.91	21,513.32
195 - COMM.DEV. BLOCK GRANT	(102,821.78)	131,519.63	306,123.91	(277,426.06)
196 - SENIOR CITIZEN CENTER	4,942.62	671.79	5,613.58	.83
197 - RECREATIONAL SUPPORT PROGRAM	1,628.60	----------	1,628.60	----------
226 - REDEVELOPMENT BOND	75,577.47	--------	75,000.00	577.47
281 - STREET BOND RETIREMENT FUND	11,145.28	--------	---------	11,145.28
282 - PARKING GARAGE _ SINKING FUND	6,315.87	--------	---------	6,315.87
317 - IND. R-51 PROJECT	24,838.01	--------	466.00	24,372.01
319 - REDEVELOPMENT CBD	154,257.51	725,339.61	705,109.00	174,488.12
321 - AIRPORT IMPROVEMENT BOND	577,279.76	----------	536,563.50	40,716.26
330 - SEWER RELIEF	89,931.82	1,858.40	---------	91,790.22
	1732,797.48	896,089.43	1675246 46	953 640 45

DATE JANUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - PUBLIC LIGHTING	208,715.57	---------	4,217.68	204,497.89
338 - LOCAL ROAD & STREETS	946,325.87	157,342.41	102,555.56	1,001,112.72
344 - REDEVELOPMENT DISTRICT CAPITAL	144,073.98	---------	369,236.13	(225,162.15)
345 - CUMMULATIVE CAPITAL IMPROVEMENT	(55,430.40)	387,321.80	7,195.00	324,696.40
355 - PARK CUMMULATIVE CAPT.	38.29	172,081.00	172,000.00	119.29
380 - 1975 STREET BOND FUND	29,920.98	----------	7,375.03	22,545.95
382 - CIVIL CITY PARKING GARAGE	(100,791.14)	256,623.26	135,263.28	20,568.84
401 - WORKER'S COMP.	33.90	92.85	----------	126.75
411 - CIVIL CITY PAYROLL	225,998.35	1,410,354.09	1,339,274.84	297,077.60
422 - PARK TRUST	41,759.52	187,273.09	221,665.13	7,367.48
424 - EMS PARK TRUST	405.04	-----------	----------	405.04
425 - R-53 ADM. REVOLVING	15,247.12	-----------	1,595.82	13,651.30
437 - HUMANE TRUST	12,470.10	1,241.00	---------	13,711.10
439 UTILITIES PENSION	10,659.55	6,822.89	6,822.89	10,659.55
440 - FIRE PENSION	112,471.71	12,982.75	166.00	125,288.46
441 - POLICE PENSION	105,916.17	13,400.95	532.00	118,785.12
442 - SOP PENSION	7,833.66	751.38	247.92	8,337.12
	1705,648.27	2,606,287.47	2,368,147.28	1,943,788.46

DATE JANUARY 1980

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
463 - CETA PAYROLL FUND	38,665.25	218,653.10	244,692.65	12,625.70
470 - NEW FIRE PENSION	6,853.38	----------	17,566.26	(10,712.88)
471 - NEW POLICE PENSION	11,941.76	----------	31,315.00	(19,373.24)
501 - WATER CONSTRUSTION	22,205.44	1,672,898.95	1,561,186.80	133,917.59
512 - UTILITIES, ELECTRIC	27,087.54	1,775,252.59	1,782.684.43	19,655.70
513 - UTILITIES, WATER	144,988.61	3,688,467.62	3,729,511.	103,944.68
514 - UTILITIES, SEWER	81,175.42	1,629,423.17	1,660,350.30	50,248.29
901 - INSURANCE	32,992.83	6,769.10	418.96	39,342.97
999 - INVESTMENTS	(5,700,000.00)	3,100,000.00	4,700,000.00	(7,300,000.00)
	(5334,089.77) 3,965,934.86	12,091,464.53 17,976,600.81 ck	13,727,725.95 21683931.03	(6976,551.19) 10,558.15
TOTALS	3,965,934.86 ck		21,683,931.03	(20,508.15)

DATE JANUARY 1980

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(452,000.00)	----------	700,000.00	(1,152,000.00)
121 - PARK GENERAL	(400,000.00)	400,000.00	300,000.00	(300,000.00)
143 - AVIATION - LAND SALE	(400,000.00)	400,000.00	----------	----------
182 - DOWNTOWN CIVIC CENTER	(350,000.00)	----------	----------	(350,000.00)
226 - REDEVELOPMENT DISTRICT BOND	----------	----------	75,000.00	(75,000.00)
282 - PARKING GARAGE - SINKING	(100,000.00)	----------	----------	(100,000.00)
319 - CBD REVITALIZATION	(1,200,000.00)	700,000.00	600,000.00	(1,100,000.00)
321 - AIRPORT IMPROVEMENT BOND	(2,000,000.00)	----------	500,000.00	(2,500,000.00)
344 - REDEVELOPMENT DISTRICT CAPT.	----------	----------	350,000.00	(350,000.00)
355 - PARK CUMMULATIVE CAPT.	(168,000.00)	----------	----------	(168,000.00)
382 - CIVIC CENTER PARKING GARAGE CONST.	(850,000.00)	250,000.00	----------	(600,000.00)
422 - PARK TRUST	(298,000.00)	150,000.00	210,000.00	(358,000.00)
501 - WATER CONSTRUCTION	(12,475,000.00)	1,550,000.00	750,000.00	(11,675,000.00)
512 - UTILITIES, ELECTRIC	(1,700,000.00)	1,500,000.00	1,350,000.00	(1,550,000.00)
513 - UTILITIES, WATER	(3,500,000.00)	2,900,000.00	1,800,000.00	(2,400,000.00)
514 - UTILITIES, SEWER	(5,100,000.00)	950,000100	1,150,000.00	(5,300,000.00)
999 - INVESTMENTS	(5,700,000.00)	3,100,000.00	4,700,000.00	(7,300,000.00)
	34693,000	12,800,000	124857,000	
TOTALS	(34,693,000.00)	11,800 12,300,000.00	12,485,000.00	(34,878,000.00) 35,378

DATE DECEMBER - 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	1,683.666.02	1,980,109.39	2,097,594.96	1,525,768.03
119 - CETA	1,549.228.03	608,722.20	525,660.44	1,632,289.79
120 - AVIATION	62,976.48	837,902.62	759,796.23	141,082.87
121 - PARK GENERAL	(30,337.55)	567,625.92	388,073.98	149,214.39
123 - REDEVELOPMENT - GENERAL	17,459.19	4,799.55	18,465.46	3,793.28
128 - MOTOR VEHICLE HIGHWAY	1,144,481.55	43,831.23	584,595.43	603,717.35
129 - M V H CAPITAL PROJECT	571,570.07	113,128.19	----------	684,698.26
131 - E E O C	45,947.28	9,625.00	9,113.63	46,458.65
132 - PARKING ADM.	95,193.23	21,683.87	26,143.73	90,733.37
133 - M I E E O C	1,043.47	----------	784.82	258.65
134 - REVENUE SHARING	1,223,574.30	----------	309,571.09	914,003.21
135 - LAND PUBLIC WORKS	2,938.64	----------	----------	2,938.64
143 - AVIATION LAND SALE	5,454.89	----------	5,454.89	----------
146 - FIRE ARTS FOUNDATIONS	13,266.92	5,863.54	8,500.00	10,630.46
147 - ACCIDENT REPORT ACCOUNT	22,872.93	1,920.75	1,479.53	23,314.15
154 - FT. WAYNE FIRE FIGHTING	28,768.03	3,186.18	14,732.10	17,222.11
160 - OMNIBUS CRIME	8,869.99	3,292.44	1,905.16	9,357.27
165 - JUNK CARS	7,699.67	----------	2,048.58	5,651.09
166 - CATV REVOLVING	738.31	----------	291.00	447.31

DATE DECEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	---------	----------	328,480.00
182 - DOWNTOWN CIVIC CENTER	468,762.19	---------	----------	468,762.19
189 - CDBG DISCRETIONERY	38,624.12	25,000.00	15,412.78	48,211.94
190 - TITLE #20	1,620.54	----------	16,94	1,603.60
191 - FEDERAL REVOLVING	11,080.75	9,900.00	7,825.39	13,155.36
194 - EDA GRANT	34,636.27	5,759.48	10,906.52	29,489.23
195 - COMM.DEV. BLOCK GRANT	(49,241.29)	200,682.45	254,262.94	(102,821.78)
196 - SENIOR CITIZEN CENTER	4,292.82	649.80	------------	4,942.62
197 - RECREATIONAL SUPPORT PROGRAM	1,628.60	----------	-------------	1,628.60
226 - REDEVELOPMENT BOND	37,937.76	1,414,469.71	1,376,830.00	75,577.47
281 - STREET BOND RETIREMENT FUND	158,426.64	40,559.89	187,841.25	11,145.28
282 - PARKING GARAGE _ SINKING FUND	6,315.87	----------	------------	6,315.87
317 - IND. R-51 PROJECT	13,481.00	11,357.01	----------	24,838.01
319 - REDEVELOPMENT CBD	174,001.74	309,509.37	329,253.60	154,257.51
321 - AIRPORT IMPROVEMENT BOND	----------	2,627,291.00	2,050,011.24	577,279.76
330 - SEWER RELIEF	121,778.01	31,026.88	62,873.07	89,931.82

DATE DECEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - PUBLIC LIGHTING	184,377.40	34,310.31	9,972.14	208,715.57
338 - LOCAL ROAD & STREETS	1,097,254.68	80,487.39	231,416.20	946,325.87
344 - REDEVELOPMENT DISTRICT CAPITAL	42,438.42	101,680.56	45.00	144,073.98
345 - CUMMULATIVE CAPITAL IMPROVEMENT	273,413.70	----------	328,844.10	(55,430.40)
355 - PARK CUMMULATIVE CAPT.	826.62	167,211.67	168,000.00	38.29
380 - 1975 STREET BOND FUND	29,920.98	----------	-----------	29,920.98
382 - CIVIL CITY PARKING GARAGE	51,175.70	---------	151,966.84	(100,791.14)
401 - WORKER'S COMP.	(736.75)	863.88	93.23	33.90
411 - CIVIL CITY PAYROLL				
416- COOPER TRUST	35.93	--------		35.93
422 - PARK TRUST	3,307.10	202,840.49	164,388.07	41,759.52
424 - EMS PARK TRUST	405.04	----------	-----------	405.04
425 - R-53 ADM. REVOLVING	14,894.55	8,900.28	8,547.71	15,247.12
437 - HUMANE TRUST	13,580.00	570.00	1,679.90	12,470.10
439 - UTILITIES PENSION	10,659.55	7,403.33	7,403.33	10,659.55
440 - FIRE PENSION	223,181.99	171,905.62	282,615.90	112,471.71
441 - POLICE PENSION	218,331.36	197,018.18	309,433.37	105,916.17
442 - SOP PENSION	7,064.85	768.81	----------	7,833.66

DATE DECEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
463 - CETA PAYROLL FUND				
470 - NEW FIRE PENSION	810.82	6,042.56	----------	6,853.38
471 - NEW POLICE PENSION	2,123.35	9,818.41	----------	11,941.76
501 - WATER CONSTRUSTION	27,690.32	10,004,809.11	10,010,293.99	22,205.44
512 - UTILITIES, ELECTRIC	142,998.96	2,057,405.08	2,173,316.50	37,087.54
513 - UTILITIES, WATER	146,545.08	1,665,208.90	1,666,765.37	144,988.61
514 - UTILITIES, SEWER	43,126.48	1,741,709.01	1,703,660.07	81,175.42
901 - INSURANCE	29,777.33	11,446.97	8,231.47	32,992.83
999 - INVESTMENTS	(8,691,000.00)	2,991,000.00	----------	(5,700,000.00)
TOTALS	1,679,440.53	28,339,297.03	26,276.117.95	3,742,619.61

DATE DECEMBER - 1979

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(700,000.00)	700,000.00	452,000.00	(452,000.00)
121 - PARK GENERAL	(600,000.00)	200,000.00	----------	(400,000.00)
143 - AVIATION - LAND SALE	(400,000.00)	----------	----------	(400,000.00)
182 - DOWNTOWN CIVIC CENTER	(350,000.00)	----------	----------	(350,000.00)
226 - REDEVELOPMENT DISTRICT BOND	(1,350,000.00)	1,350,000.00	----------	----------
282 - PARKING GARAGE - SINKING	(100,000.00)	----------	----------	(100,000.00)
319 - CBD REVITALIZATION	(1,200,000.00)	300,000.00	300,000.00	(1,200,000.00)
321 - AIRPORT IMPROVEMENT BOND	----------	----------	2,000,000.00	(2,000,000.00)
344 - REDEVELOPMENT DISTRICT CAPT.	(100,000.00)	100,000.00	----------	----------
355 - PARK CUMMULATIVE CAPT.	(164,000.00)	164,000.00	168,000.00	(168,000.00)
382 - CIVIC CENTER PARKING GARAGE CONST.	(850,000.00)	----------	----------	(850,000.00)
422 - PARK TRUST	(295,000.00)	145,000.00	148,000.00	(298,000.00)
501 - WATER CONSTRUCTION	(12,650,000.00)	9,150,000.00	8,975,000.00	(12,475,000.00)
512 - UTILITIES, ELECTRIC	(1,550,000.00)	1,550,000.00	1,700,000.00	(1,700,000.00)
513 - UTILITIES, WATER	(3,350,000.00)	950,000.00	1,100,000.00	(3,500,000.00)
514 - UTILITIES, SEWER	(5,100,000.00)	1,250,000.00	1,250,000.00	(5,100,000.00)
999 - INVESTMENTS	(8,691,000.00)	2,991,000.00	----------	(5,700,000.00)
TOTALS	(37,450,000.00)	18,850,000.00	16,093 000.00	(34,693,000.00)

Corrections - Made in Ending Balance

DATE NOVEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - General Fund	467,257.29	4,887,968.07	3,671,559.34	1,683,666.02
119 - CETA	1,815,228.00	392,071.33	658,071.30	1,549,228.03
120 - Aviation	75,102.02	401,134.33	413,259.87	62,976.48
121 - Park General	143,185.88	770,017.57	943,541.00	(30,337.55)
123 - Redevelopment - General	17,231.90	8,240.00	8,012.71	17,459.19
128 - Motor Vehicle	1,196,443.13	138,277.25	190,238.83	1,144,481.55
129 - MVH Special Distribution	5,929.12	565,640.95	------	571,570.07
131 - E E O C - 706 Grant	42,386.30	9,054.00	5,493.02	45,947.28
132 - Parking Amd. Fund	117,116.48	23,325.58	45,248.83	95,193.23
133- M I E E O C Operation Grant	1,280.03	-----	236.56	1,043.47
134 - Revenue Sharing Fund	686,461.23	1,000,000.00	462,886.93	1,223,574.30
135 - Local Public Works	2,938.64	-----	-----	2,938.64
143 - Aviation - Land Sale	898.82	404,556.07	400,000.00	5,454.89
146 - Fine Arts Foundation	6,766.92	8,500.00	2,000.00	13,266.92
147 - Accident Report Account	22,600.33	1,949.00	1,676.40	22,872.93
154 - Fort Wayne Fire Fighting	28,960.52	2,898.07	3,090.56	28,768.03
160 - Omnibus Crime	15,123.49	129.08	6,382.58	8,869.99
165 - Junk Car	8,765.47	----	1,065.80	7,699.67
166 - Cable T V Fund	738.31	----	----	738.31

DATE NOVEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - Correction Center Land	328,480.00	------	-----	328,480.00
182 - Downtown Civic Center	955,959.20	------	487,197.01	468,762.19
189 - C D B G Discretionary	9,473.40	103,795.17	74,643.85	38,624.72
190 - Title X X Fund	1,620.54	------	------	1,620.54
191 - Federal Revolving	17,463.96	3,100.00	9,483.21	11,080.75
192 - Comm. Renewal Program	-----	-----	-----	-----
194 - E D A Grant	18,055.06	25,000.00	8,418.79	34,636.27
195 - C D B G Fund	(80,346.18)	221,244.52	190,139.63	(49,241.29)
196 - Senior Citizens Center	3,621.03	671.79	------	4,292.82
197 - Recreation Support Project	1,928.60	----------	300.00	1,628.60
226 - Red. District	7,937.76	30,000.00	-------	37,937.76
278 - Inter City Storm	------	------	-----	------
279 - 1966 City/County Bldg.	------	------	------	------
281 - Street Bond/1975 Fund	73,426.64	85,000.00	------	158,426.64
282 - Parking Sinking Fund	6,315.87	------	------	6,315.87
317 - Ind. - R-51 Redevelopment	13,660.16	------	179.16	13,481.00
318 - West Main St.	------	------	------	-------
319 - CBD Revitalization	319,364.89	202,527.78	347,890.93	174,001.74
330 - Sewer Relief	63,378.01	60,000.00	1,600.00	121,778.01

DATE NOVEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
333 - Public Lighting	114,377.40	70,000.00	-----	184,377.40
338 - Local Road & Streets	355,271.09	1,000,000.00	258,016.41	1,097,254.68
344 - Redevelopment District Capitol	41,841.15	108,372.25	107,774.98	42,438.42
345 - Cumulative Capitol Improvements	273,413.70	------	------	273,413.70
355 - Park Cumulative Building	826.62	------	------	826.62
359 - Ind. A-14 Redevelopment	------	------	------	------
380 - 1975 Street Bond Cons.	29,920.98	------	------	29,920.98
382 - Civic Center Parking Garage	51,225.70	------	50.00	51,175.70
401 - Workman's Compensation	88.95	110.64	936.34	(736.75)
416 - Cooper Trust	35.93	------	------	35.93
422 - Park Trust	(13,180.88)	208,767.05	192,279.07	3,307.10
424 - E M S Trust Fund	405.04	------	------	405.04
425 - Adm. Revolving	14,934.48	1,830.67	1,870.60	14,894.55
437 - Humane Trust	12,585.00	995.00	------	13,580.00
439 - Utilities Pension Fund	10,659.55	7,494.13	7,494.13	10,659.55
440 - Fire Pension	(5,982.12)	371,868.04	142,703.93	223,181.99
441 - Police	(55,740.88)	427,273.40	153,201.16	218,331.36
442 - S D P	7,124.85	------	60.00	7,064.85
470 - Fire Pension 5/1/77	(9,189.18)	10,000.00	------	810.82

DATE NOVEMBER 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
471 - Police Pension 5/1/77	(12,876.65)	15,000.00	------	2,123.35
501 - Water Construction	23,411.98	1,479,815.63	1,475,537.29	27,690.32
512 - Utilities-Electric	45,359.53	1,144,633.27	1,046,993.84	142,998.96
513 - Utilities-Water	54,391.23	1,312,331.38	1,220,177.53	146,545.08
514 - Utilities-Sewer	88,776.36	2,311,956.15	2,357,606.03	43,126.48
901 - Insurance	25,162.51	7,759.93	3,145.11	29,777.33
999 - Investments	(6,696,000.00)	3,705,000.00	5,700,000.00	(8,691,000.00)
TOTAL	751,595.16	21,528,308.10	20,600,462.73	1,679,440.53

DATE NOVEMBER 1979

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - Aviation	(800,000.00)	300,000.00	200,000.00	(700,000.00)
121 - Park General			600,000.00	(600,000.00)
143 - Aviation - Land Sale	(395,000.00)	395,000.00	400,000.00	(400,000.00)
182 - Downtown Civic			350,000.00	(350,000.00)
226 - Redevelopment Dist. Bond	(1,350,000.00)			(1,350,000.00)
282 - Parking Garage - Sinking	(100,000.00)			(100,000.00)
319 - CBD - Revitalization	(1,200,000.00)	200,000.00	200,000.00	(1,200,000.00)
344- Redevelopment Dist. Capt.	(100,000.00)	100,000.00	100,000.00	(100,000.00)
355 - Park Cumulative Capt.	(164,000.00)			(164,000.00)
382 - Civic Center Parking Garage	(850,000.00)			(850,000.00)
422 - Park Trust	(345,000.00)	200,000.00	150,000.00	(295,000.00)
501 - Water Construction	(13,650,000.00)	1,450,000.00	450,000.00	(12,650,000.00)
512 - Utilities - Electric	(1,300,000.00)	1,000,000.00	1,750,000.00	(2,050,000.00)
513 - Utilities - Water	(3,400,000.00)	150,000.00	550,000.00	(3,800,000.00)
514 - Utilities - Sewer	(5,000,000.00)	1,750,000.00	1,850,000.00	(5,100,000.00)
999 - Investments	(6,696,000.00)	3,705,000.00	5,700,000.00	(8,691,000.00)
	(35,350,000.00)	9,250,000.00	12,300,000.00	(38,400,000.00)

DATE OCT. 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
010 - GENERAL FUND	$1,084,395.43	$916,908.26	$1,534,046.40	$467,257.29
119 - CETA	1,625.925.11	899,693.86	710,390.97	1,815,228.00
120 - AVIATION	97,280.71	549,272.32	571,451.01	75,102.02
121 - PARK - GENERAL	(123,463.35)	560,227.00	293,578.77	143,185.88
123 - REDEVELOPMENT - GENERAL	25,598.57	10,598.57	10,598.57	17,231.90
128 - MOTOR VEHICLE HIGHWAY	1,119,263.87	240,544.64	163,365.38	1,196,443.13
129 - MOTOR VEHICLE HIGHWAY - CAPITAL	22,746.55	-------	16,817.43	5,929.12
131 - E.E.O.C.	39,319.28	7,625.00	4,557.98	42,386.30
132 - PARKING ADM.	132,457.09	24,298.37	39,638.98	117,116.48
133 - M.I.E.E.O.C.	1,964.20	--------	684.17	1,280.03
134 - REVENUE SHARING	530,534.61	515,081.00	359,154.38	686,461.23
135 - LOCAL PUBLIC WORKS	2,938.64	--------	---------	2,938.64
143 - AVIATION - LAND SALE	898.82	--------	---------	898.82
146 - FINE ARTS FOUNDATION	6,766.92	1,000.00	1,000.00	6,766.92
147 - ACCIDENT REPORT ACCOUNT	21,943.71	1,846.00	1,189.38	22,600.33
154 - FORT WAYNE FIRE FIGHTING	37,050.06	---------	8,089.54	28,960.52
160 - OMNIBUS CRIME	20,910.03	---------	5,786.54	15,123.49
165 - JUNK CAR	9,893.65	92.16	1,220.34	8,765.47
166 - CATV REVOLVING	738.31	--------	--------	738.31

DATE OCT. - 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
167 - CORRECTION CENTER LAND	328,480.00	---------	---------	328,480.00
182 - DOWNTOWN CIVIC CENTER	787,623.32	---------	(168,335.88)	955,959.20
189 - E D B G DISC.	(11,390.62)	102,149.69	81,285.67	9,473.40
190 - TITLE II	1,620.54	----------	----------	1,620.54
191 - FEDERAL REVOLVING FUND	13,815.98	9,500.00	5,674.10	17,641.88
194 - EDA GRANT++	17,449.66	6,949.98	6,344.58	18,055.06
195 - COMM.DEV. BLOCK GRANT	13,239.46	313,695.77	407,281.41	(80,346.18)
196 - SENIOR CITIZEN CENTER	2,059.33	1,561.70	----------	3,621.03
197 - RECREATIONAL SUPPORT	1,928.60	----------	----------	1,928.60
226 - REDEVELOPMENT BOND	102,937.76	5,000.00	100,000.00	7,937.76
281 - STREET BOND RETIREMENT	58,426.64	15,000.00	----------	73,426.64
282 - CIVIC CENTER PARKING GARAGE CONSTRUSTION	---------	106,315.87	100,000.00	6,315.87
317 - INDIANA - R-51 PROJECT	15,296.16	----------	1,636.00	13,660.16
319 - REDEVELOPMENT CBD	509,374.83	1,399,837.50	1,589,847.44	319,364.89
330 - SEWER RELIEF	77,367.58	10,000.00	23,989.57	63,378.01
333 - PUBLIC LIGHTING	140,257.74	12,000.00	37,880.34	114,377.40
338 - LOCAL ROAD & STREETS	1,103,805.99	91,988.79	840,523.69	355,271.09
344 - REDEVELOPMENT DIST. CAPITAL	65,455.69	----------	23,614.54	41,841.15
345 - CUMM.CAPITAL IMPROVEMENTS	290,258.79	---------	16,845.09	273,413.70

DATE OCT. 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
355 - PARK CUMM. CAPITAL	164,826.62	----------	164,000.00	826.62
380 - 1975 STREET BOND - CONSTRUCTION	55,852.57	-----------	25,931.59	29,920.98
382 - PARKING SINKING FUND	----------	905,053.80	853,828.10	51,225.70
401 - WORKERS COMP.	726.44	704.28	1,341.77	88.95
422 - PARK TRUST	(36,855.43)	214,876.85	191,202.30	(13,180.88)
424 - EMS	407.77	10.00	12,73	405.04
425 - R-53 ADM.REV.	15,040.00	4,640.05	4,745.57	14,934.48
437 - HUMANE TRUST	13,161.00	1,165.00	1,741.00	12,585.00
439 - UTILITIES PENSION	10,659.55	7,211.63	7,211.63	10,659.55
440 - FIRE PENSION	(46,051.74)	181,939.13	141,869.51	(5,982.12)
441 - POLICE PENSION	(97,711.21)	195,211.03	153,240.70	(55,740.88)
442 - SOP PENSION	6,356.04	768.81	--------	7,124.85
470 - NEW FIRE PENSION	4,151.70	1,500.00	14,840.88	(9,189.18)
471 - NEW POLICE PENSION	10,064.87	2,500.00	25,441.52	(12,876.65)
501 - WATER CONSTRUCTION	23,597.41	1,897,277.78	1,897,463.21	23,411.98
512 - UTILITIES, ELECTRIC	18,478.01	1,729,222.80	1,702,341.28	45,359.53
513 - UTILITIES, WATER	120,692.32	3,845,619.15	3,911,920.24	54,391.23
514 - UTILITIES, SEWER	16,913.33	4,372,767.81	4,300,904.78	88,776.36
901 - INSURANCE	21,641,63	10,714.53	7,193.65	25,162.51

DATE OCT. 1979

CITY CONTROLLER'S MONTHLY FINANCIAL STATEMENT

FUND NUMBER & NAME	BEGINNING BALANCE	RECEIPTS	DISBURSEMENTS	ENDING BALANCE
999 - INVESTMENTS	(7,625,000.00)	3,920,000.00	2,991,000.00	(6,696,000.00)
TOTALS------------------	852,140.31	23,083,983.69	23,184,386.85	$751,737.15

DATE OCTOBER - 1979

INVESTMENTS

CITY CONTROLLER'S FINANCIAL STATEMENT

FUND NUMBER AND NAME	BEGINNING BALANCE	MATURED	PURCHASED	ENDING BALANCE
120 - AVIATION	(750,000.00)	450,000.00	500,000.00	(800,000.00)
121 - PARK GENERAL	(375,000.00)	375,000.00	----------	------------
226 - REDEVELOPMENT DISTRICT BOND	(1,250,000.00)	----------	100,000.00	(1,350,000.00)
282 - PARKING GARAGE - SINKING	------------	----------	100,000.00	(100,000.00)
319 - CBD REFITALIZATION	(2,000,000.00)	2,000,000.00	1,200,000.00	(1,200,000.00)
344 - REDEVELOPMENT DISTICT CAPITAL	(100,000.00)	----------	----------	(100,000.00)
355 - PARKKCUMM. CAPITAL	------------	-----------	164,000.00	(164,000.00)
382 - CIVIC CENTER PARKING GARAGE	------------	-----------	850,000.00	(850,000.00)
422 - PARK TRUST	(355,000.00)	155,000.00	145,000.00	(345,000.00)
501 - WATER CONSTRUSTION	(14,350,000.00)	1,850,000.00	1,150,000.00	(13,650,000.00)
512 - UTILITIES - ELECTRIC	(1,500,000.00)	1,450,000.00	1,250,000.00	(1,300,000.00)
513 - UTILITIES - WATER	(3,000,000.00)	2,850,000.00	3,250,000.00	(3,400,000.00)
514 - UTILITIES - SEWER	(5,000,000.00)	3,600,000.00	3,600,000.00	(5,000,000.00)
999 - INVESTMENTS	(7,625,000.00)	3,920,000.00	2,991,000.00	(6,696,000.00)
143 - AVIATION LAND SALE	(395,000.00)	-----------	-----------	(395,000.00)
TOTALS ------------------------	(36,700,000.00)	16,650,000.00	15,300,000.00	(35,350,000.00)

THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

office of the mayor

May 13, 1980

To Members of the Common Council:

The Historic Preservation Review Board shall consist of 7 members. The voting members shall be appointed by the Mayor of the City of Fort Wayne and approved by the Fort Wayne City Council. One member must have architectural certification. That member is George Morrison, 2515 Belfast Drive. One member shall hold a real estate license. That member is Deanna Meister, 4404 Old Mill Road. One member shall be a contractor licensed by the Fort Wayne Allen County Building Department. That member is Harold Palmer, 1345 Westover Road. One member shall be a professional historian. That member is David Crosson, 4717 Arlington Avenue. Three members shall be chosen from the community at large. On at large member is Kenneth Waterman, 2020 Forest Park Boulevard. Another one is Ophelia Hamilton, 324 E. Masterson, a member of the LaRez Neighborhood Association. The other at large member shall be recommended by one of the neighborhood associations within which historic preservation may become or is a concern of this community, and appointed by the Mayor. Eric Kuhen, 1117 Edgewater, will serve as an ad hoc member of the committee for a period of one year. These voting members shall serve initially for one year and thereafter the terms of the voting members shall be staggered for terms of 1 year, 2 years, and 3 years. A vacancy shall be filled through appointment by the Mayor for the duration of the unexpired term and approved by the Fort Wayne City Council.

Each of these members appointed by the Mayor have displayed an interest in the preservation and development of historic buildings and areas within the City of Fort Wayne.

They shall serve without compensation but shall be paid for reasonable expenses incurred in the performance of their duties. The review board shall elect from its membership a chairperson, vice chairperson and secretary who shall serve for one year and who may be re-elected. All scheduled meetings of the review board will be open to the public and a public record shall be kept of the review boards resolutions, proceedings, and acts. The secretary shall be responsible for the maintenance of the review boards records. Any official action of the review board requires a consensus of a majority of the members. For the review board to take action a quorum of 4 members must be present. The review board shall hold regular meetings, at least

monthly, except when it has no business. Each official of the governmental unit who has responsibility for building inspections, building permits, planning or zoning shall provide such technical, administrative and clerical assistance as may be requested by the review board.
I respectfully submit the names of the above mentioned individuals as members of the newly created Historic Preservation Review Board.

Win Moses, Jr.
Mayor

WM/ra

STATE of INDIANA

INDIANA STATE HIGHWAY COMMISSION
100 North Senate Avenue
Indianapolis, Indiana 46204

INDIANAPOLIS
Room 1101, State Office Building
317-232-5533

May 7, 1980

City Clerk
City Hall
Fort Wayne, IN 46802

Re: US 33, 27, SR 1 and US 30,24
Bypass
City of Ft. Wayne
Allen County
Lane usage and turn movements

Dear Sir/Madam:

Attached is a copy of a resolution temporarily controlling turning movements at the above location as approved by the State Highway Commission on April 29, 1980.

Very truly yours,

Clinton A. Venable

Clinton A. Venable
Chief, Division of Traffic

cc: Mayor R. Armstrong
Clerk of Circuit Court
State Police
Ft. Wayne District

CAV/md

An Equal Opportunity Employer

NOTICE OF OFFICIAL ACTION
OF
INDIANA STATE HIGHWAY COMMISSION

WHEREAS, under and by virtue of the Statutes of the State of Indiana relative to traffic regulation, the Indiana State Highway Commission has the authority and the duty to adopt and promulgate regulations in the interest of the safety and convenience of the traveling public using the highways, including streets in cities and towns, under the control of said Commission, be it known that the following traffic regulation is hereby adopted:

Lane usage and turning movements shall be temporarily controlled at the intersection of US 33, 27, SR 1 and US 30, 24 Bypass in the City of Ft. Wayne, Allen County, as follows:

"DUAL LEFT TURN ONLY LANES" shall be temporarily established for southbound traffic in the far left lanes of the north approach to the intersection of US 33, 27, SR 1 (Northrop St.) and US 30, 24 Bypass (Coliseum Blvd.).

NOTE: This temporary action is necessary due to the work being done by the Conrail Railroad at their crossing just north of Fernhill Avenue and the temporary detour established for southbound US 27, SR 1 (Northrop St.) traffic and shall be rescinded at the discretion of the District Engineer.

NOTE: This action amends and/or supersedes previous official action at the above named location (s).

ADOPTED THIS 29th DAY OF April 19 80

Approved: Clinton A. Venable — Indiana State Highway Commission
Chief, Division of Traffic

Approved: D. W. Lucas — BY: Henry P. Wehrenberg
Chief of Highway Operations — Executive Director

Approved: G. K. Hallock — ATTEST:
Chief Highway Engineer

[signature]
Secretary to the Commission

CITY OF FORT WAYNE AFFIRMATIVE ACTION PROGRAM

CITY OF FORT WAYNE · INDIANA ·
KE-KI-ON-GA

Filed in
5-13-80
Proceedings

MAYOR WIN MOSES JR.

AN EQUAL OPPORTUNITY EMPLOYER

AFFIRMATIVE ACTION PLAN

for

Handicapped Persons, Disabled Veterans

and Veterans of the Vietnam Era

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FACILITY LETTER

AFFIRMATIVE ACTION POLICY FOR HANDICAPPED PERSONS, DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA

TO ALL EMPLOYEES:
It is the policy of the City of Fort Wayne, not to discriminate against any employee or applicant for employment because of physical or mental handicap, or because he or she is a disabled veteran or veteran of the Vietnam era in regard to any position for which the employee or applicant for employment is qualified. It is further the policy of the City to take affirmative action to employ, advance in employment and otherwise treat qualified handicapped employees and disabled and Vietnam era veterans without discrimination based upon their physical or mental handicap or veterans status in all personnel practices such as employment, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training.

In implementing this policy every reasonable accommodation is made to the physical and mental limitations of employees or applicants. Within the constraints imposed by business necessity and financial costs and expenses every reasonable effort will be made to modify the functional requirements of the job in question to accommodate the disabilities of the handicapped individual or disabled veteran.

The City's EEO Officer is responsible for overall coordination and implementation of this policy.

The AAP will be available for your inspection during normal working hours in the Personnel Office.

Date: April 24, 1980

Mayor

DIVISION LETTER

EEO - HANDICAPPED PERSONS, DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA

It is the policy of the City of Fort Wayne, not to discriminate against any qualified employee or applicant for employment.

In implementing this policy, we shall take affirmative action to employ, and advance in employment, qualified handicapped persons, disabled veterans and veterans of the Vietnam era. Such action shall apply to all employment practices including, but not limited to: hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other compensation, and selections for training.

In carrying out this policy, each department shall:

1. Review personnel processes and procedures to insure nondiscrimination as it applies to qualified handicapped persons, disabled veterans and veterans of the Vietnam era.

2. Review all physical and mental job qualification requirements to insure relevancy and consistency with job necessity and the safe performance of the job.

3. Make reasonable accommodations to the physical and mental limitations of employees and applicants who are otherwise qualified to perform a job, unless such an accommodation would impose an undue business hardship.

4. Undertake appropriate outreach and positive recruitment activities to implement affirmative action for employment and advancement of qualified handicapped persons, disabled veterans and veterans of the Vietnam era.

5. Disseminate this policy internally with special emphasis on informing supervisors and management personnel whose cooperation and participation are necessary to effectuate the policy.

The Personnel Director is responsible for overall coordination and implementation of tis policy at this facility. He/she is further charged with the responsiblity to conduct regular reviews of each unit's practices and, when required, exercise his/her authority in the resolution of any problems which may arise.

Line organization responsiblity for accommodating the spirit and intent of this policy within the division is further assigned to the Personnel Manager. Under the direction of the EEO Coordinator, the Personnel Manager will establish and carry out such procedures and practices as necessary for the implementation of this policy.

____

Mayor

DEFINITIONS

"Veteran of the Vietnam Era" means a person (1) who (i) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (ii) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975, and (2) who was so discharged or released within 48 months preceding the alleged violation of the Act, the affirmative action clause, and/or the regulations issued pursuant to the Act.

"Disabled Veteran" means a person entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30 per centum or more, or a person whose discharge or release from active duty was a disability incurred or aggrevated in the line of duty.

The Rehabilitation Act of 1973, as amended, defines a handicapped individual for the purposes of the program as any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such an impairment.

"Life activities" may be considered to include communication, ambulation, selfcare, socialization, education, vocational training, employment, transportation, adapting to housing, etc. For the purpose of section 503 of the Act, primary attention is given to those life activities that affect employability.

The phrase "substantially limits" means the degree that the impairment affects employability. A handicapped individual who is likely to experience difficulty in securing, retaining or advancing in employment would be considered substantially limited.

"Has a record of such an impairment" means that an individual may be completely recovered for a previous physical or mental impairment. It is included because the attitude of employers, supervisors, and co-workers toward the previous impairment may result in an individual experienceing difficulty in securing, retaining, or advancing in employment. The mentally restored, those who have had heart attacks or cancer often experience such difficulty. Also, this part of the definition would include individuals who may have been erroneously classified and experience discrimination based on this misclassification. This group may include persons such as those who have been misclassified as mentally retarded or mentally restored.

"Is regarded as having such an impairment" refers to those individuals who are perceived as having a handicap, whether an impairment exists or not, but who, because of attitudes or for any other reason, are regarded as handicapped by employers, or supervisors who have an effect on the individual securing, retaining or advancing in employment.

II. Internal Dissemination of Policy and Program 60-741.6 (g)

In a continuing effort to increase opportunities for handicapped workers, as well as disabled veterans and Vietnam era veterans, the City of Fort Wayne, has instituted a strong outreach program. We recognize that such a program will be ineffective withoutadequate internal support from supervisory and management personnel and other employees who may have had limited contact with handicapped persons in the past.

In an attempt to better disseminate our policy and to create better understanding, we will do the following:

1. Post our policy for all employees and applicants to see.

    a. Additionally, this policy will be available in large print for visually impaired individuals and as a taped message.

2. Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's attitude.

    a. this will include the handing out to all supervisory personnel a copy of the article to be found in Appendix A.

3. Schedule special meetings with all employees to discuss policy and explain individual employee responsiblities as required.

4. Discuss the policy thoroughly in both employee orientation and management training programs.

    This will be accomplished by:

    a. posting our policy as described by II (1) above.

    b. providing a copy to all new employees.

5. Meet with union officials to inform them of policy, and request their cooperation.

    A copy of the letter sent to our union is included in Appendix C.

6. Include nondiscrimination clauses in all union agreements, and review all contractual provisions to ensure they are nondiscriminatory.

7. Include articles on accomplishments of handicapped workers in city publications.

8. Post the policy on company bulletin boards, including a statement that employees and applicants are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under the Act.

9. When employees are featured in employee handbooks or similar publications for employees, include handicapped employees.

III. External Dissemination of the Program and Policies
60-741.6 (f) + 60-250.6 (f)

The City recognizes its responsibilty to communicate our policy to those individuals who might want to be considered for employment. Additionally, we recognize that proper communication to those who might aid us in finding qualified persons is also necessary.

In order to be successful, we will do or have done the following:

1. We have solicited the aid of our employees in referring qualified candidates.

2. We have solicited the aid of outside agencies.

IV. <u>Responsiblity for Implementation</u>
60-741.6 (h)

The EEO Officer's responsibilities will, as required, include:

a. Develop policy statements, affirmative action programs, and internal and external communication techniques including those directed to managers, supervisors, and employees to insure that the policy is being followed.
b. Advise supervisors that their work performance will include evaluation based on their affirmative action efforts and results and see that no harassment of employees placed through affirmative action efforts occurs.
c. Identify problem areas in the implementation of the affirmative action program and develop solutions particularly with regard to accommodation requirements.
d. Design and implement internal audit and reporting systems that will:
   (i) Measure effectiveness of the program.
   (ii) Indicate need for remedial action.
   (iii) Determine the degree to which the objectives of the program have been attained.
   (iv) Determine whether known handicapped employees, disable veterans and Vietnam era veterans have had opportunity to participate in all Company sponsored educational, training, recreational and social activities.
e. Insure that records are maintained for a period of one year regarding employment actions or complaints and resulting actions, concerning handicapped, disabled veterans and veterans of the Vietnam era who are employees or applicants for employment.
f. Insure that proper reporting procedures are followed including, but not limited to, quarterly reports filed with the State Employment Service indicating hiring of disabled veterana and Vietnam era veterans; and reporting to the State Employment Service openings for positions with salaries of less than $25,000 per year.
g. Serve as liaison between the Division and enforcement agencies and organizations of and for handicapped persons, disabled veterans, and Vietnam era veterans.
h. Keep management informed of the latest developments in the entire affirmative aciton area.
i. Arrange for career counseling for known handicapped employees, disabled veterans and Vietnam era veterans.
j. Evaluate the total selection process including training and promotion to insure freedom from stereotyping handicapped persons, disabled veterans and Vietnam era veterans in a manner which limits their access to all jobs for which they are qualified.

k. Insure that all personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes are carefully selected and trained to assure that affirmative action commitments are implemented.
l. Arrange briefing sessions with representatives from handicapped and veterans recruiting sources and make arrangements for referral of applicants, follow-up with sources, and feedback on disposition of applicants; and participate in veterans' "job fairs."

V. Internal Auditing of Potential Problem Areas.

This section identified those areas which must be reviewed to assure compliance.

A. Proper consideration of qualifications

The City shall continue to review its personnel processes to determine whether its present procedures assure careful, thorough and systematic consideration of the job qualifications of known handicapped and disabled veterans and Vietnam era veteran applicants and employees for job vacancies filled either by hiring or promotion; and for all training opportunities offered or available. To the extent that it is necessary to modify its personnel procedures, the City will include the development of new procedures for this purpose in its affirmative action program required under this part. These procedures must be designed so as to facilitate a review of the implemenation of this requirement.

The City has adopted the following procedure to assure that those individuals covered are given proper consideration for all openings and opportunities:

1. The application or personnel form of each known covered handicapped and/or veteran applicant should be annotated to identify each vacancy for which he/she was considered, and the form should be quickly retrievable for review by the Department of Labor for use in investigations and internal compliance activities.

2. The personnel or application records of each known covered handicapped and/or veteran should include: (i) the identification of each promotion for which he/she was considered, and (ii) the identification of each training program for which he/she was considered.

3. Where applicants or employees are selected for hire, promotion, or training and the City undertakes any accommodation which makes it possible for him/her to place a covered handicapped person or veteran on the job, the application form or personnel record should contain a description of that accommodation.

The relevant information may be kept on a log which is separate from the personnel applications, if desired. In either case, the application form should be easliy retrievable as needed.

It is recognized that handicapped persons and veterans sometimes will require specialized counseling and assurances. Therefore, as needed, special sessions will be held to convince them that the City will provide them with whatever reasonable accommodations are available to successfully perform their work. Additionally, they will be informed of any and all outside agency aid available.

B. Architectural Barriers

As required, the City will provide reasonable accommodations to assure proper access and working environments for handicapped individuals.

C. Harrassment - 60-741.51

Supervisory personnel have been informed that jokes, slurs or innuendos which would often handicapped individuals are prohibited.

D. Review of Job Requirements 60-741.6 (c) + 60-250.6 (c)

Periodical job requirements will be reviewed to assure that expressed or implied mental and physical qualifications can be justified.

AFFIRMATIVE ACTION PROGRAM

FOR

THE CITY OF FORT WAYNE, INDIANA

AFFIRMATIVE ACTION PROGRAM

Year Beginning February 1,1980

and Ending January 31,1981

FOR

CITY OF FORT WAYNE, INDIANA

City-County Building
One Main Street
Fort Wayne,Indiana 46802

April 15,1980

Win Moses, Jr.
Mayor

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YEAR-END SUMMARY

It is difficult for the City to assess the prior year's progress because the record-keeping systems needed to track personnel related activity had not yet been fully established and instituted at the outset of the writing of this plan. Additionally, although the City does have a previous Affirmative Action plan, the date of that Plan is indeterminate, and although a Work Force Analysis was performed, other than in the Police and Fire Departments, there were no further departmental break downs. Because of the City's firm commitment to Equal Employment Opportunity and the establishment of a viable, dynamic Affirmative Action Program, it was determined that this plan for the time period of February 1,1980 through January 31,1981, would be formulated and written independently of any previously existing Affirmative Action Plan. In January 1980, Mayor Win Moses, Jr. appointed an in-house Task Force to write the Affirmative Action Plan. The Task Force consisted of the Board of Safety Affirmative Action Officer, City of Fort Wayne Equal Employment Opportunity/Affirmative Action Officer, CETA Personnel Person, Mayor's Minority Affairs Assistant, and Mayor's Administrative Assistant. The record-keeping systems required to monitor Affirmative Action progress and assess whether goals and timetables are being met, have been recommended to the City's Personnel Department and EEO/AA Office during the writing of this plan. An explanation of these systems and their purpose is discussed in "Internal Audit and Reporting Systems."

THE CITY OF FORT WAYNE

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office of the mayor

The City of Fort Wayne, Indiana

Equal Employment Opportunity Policy

In Order to correct the present effects of any and all past discriminatory practices or policies which may have existed, whether intentional or inadvertent, the official policy of this City will be to:

1. Recruit, hire and promote for all job classifications without regard to race, color, religion, sex, national origin or handicap.
2. Base decisions on employment so as to further the principle of equal employment opportunity.
3. Insure that promotion decisions are in accord with principles of equal employment by imposing only job related requirements for promotional opportunities.
4. Insure that all other personnel actions, such as compensation, benefits, transfers, layoffs, return from layoff, city-sponsored training, education, tuition assistance, social and recreation programs, will be administered without regard to race, color, religion, sex, national origin or handicap.

Responsibility for this policy has been assigned to the City's EEO officer. Any employee who has any suggestion, problem or complaint with regard to equal employment should feel free to contact the EEO officer.

All personnel actions will be analyzed quarterly to insure that this policy is being adhered to. Quarterly reports will be submitted to me so that I may monitor and insure progress.

Win Moses, Jr.
Mayor
City of Fort Wayne, Indiana

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DISSEMINATION OF POLICY

A. The Equal Employment Opportunity policy of the City shall be internally disseminated as follows:

1. A Policy Statement, revised effective May 1,1980, and titled "The City of Fort Wayne's Equal Employment Opportunity Policy" will be distributed to Department Heads. It shall be periodically revised to insure relevance and continued compliance with government regulations.
2. The content and spirit of this policy shall be publicized in a special brochure titled "Equal Employment Opportunity" which is given distribution at least annually to all employees. Appropriate articles, features and pictures prepared for the in-house newspaper, news releases and public relations events will highlight the City's equal employment opportunity policy and program.
3. Special meetings will be held at least annually with executive, management and supervisory personnel to explain intent of policy and individual responsibility for effective implementation, making clear the Mayor's attitude on Equal Employment Opportunity.
4. Special staff and department meetings and informal discussions in which EEO responsibilities are clearly identified and understood by middle and first line managers and supervisors, and by individual employees, will be held at least annually.
5. New employees will be made aware of the City's equal employment policy during induction orientation by written EEO brochure.
6. Union officials are to be informed of the City's equal employment policy, and semi-annually, the standard "Non-discrimination in Employment Notice to Labor Unions" will be transmitted in writing to the president of each labor union. Also, union officials will be encouraged, on a continuing basis, to cooperate in EEO policy implementation.
7. The policy statement will be prominently displayed on departmental bulletin boards.
8. When employees are featured in advertising, employee handbooks or similar publications, both minority and non-minority, men and women will be pictured.
9. Employees will be made aware of the existence of the Affirmative Action Plan by posting of the policy statement and we will make available to employees the elements of the program which will enable employees to know of and avail themselves of its benefits.
10. Legally required EEOC/OFCC posters and a notice signed by the Mayor naming the EEO officer, his or her location and telephone number will be prominently displayed at:
    1) Lobby entrance
    2) Near time clocks
    3) Cafeteria
    4) Personnel Offices

B. The Equal Employment Opportunity Policy of the City shall be externally disseminated as follows:

1. All recruitment sources shall be informed, at least annually and in writing of the City's equal employment opportunity policy, and of the City's firm intention to hire qualified female and minority group persons. These intentions shall be verbally reaffirmed with these sources by the City's Personnel Office.
2. Written notification of EEO policy and required compliance actions will be sent in writing to all sub-contractors, vendors, and suppliers as defined in Office of Federal Contract Compliance (Department of Labor) Rules and Regulations, and appropriate action on their parts will be required. The equal opportunity clause shall be included, either by reference or in its entirety, in all purchase orders, leases and contracts, as defined in the OFCC Rules and Regulations.
3. Minority and women's organizations, community agencies, community leaders, secondary schools and colleges will be advised of the Equal Employment Policy as dealings with these agencies occur and notification will be in writing.
4. Provide prospective employees with a copy of the Equal Employment Opportunity brochure to advise them of the existence of the Affirmative Action Program and make available such elements of the program that will enable prospective employees to know of and avail themselves of its benefits.
5. When employees are pictured in advertising, both minority and non-minority men and women will be shown.
6. An annual Compliance Report Certificate will be requested from all vendors from whom we make purchases of $10,000.00 or more. The certificate will require certification or non-segregated facilities, maintenance of AAP and filing of necessary reports.
7. The "Equal Opportunity Employer" line shall be included in all recruitment advertising. Newspaper ads will be placed under the "Male or Female" section. Newspapers, other media and advertising agencies shall be formally notified of our EEO policy at least annually. Recruitment advertising will include area minority group news media.
8. The City shall enforce the Fort Wayne Area Plan and insure that construction contracts let by the City will be forwarded to minority contractors.

NATIONAL ORIGIN AND RELIGION POLICY GUIDELINES

In accordance with the provision of Code of Federal Register 60-50, the City pledges complete support of the policy of promoting and insuring equal employment opportunity for all persons employed or seeking employment without regard to religion or national origin. The purpose of this policy restatement is to insure that members of various religious and ethnic groups, primarily, but not limited to Eastern, Middle, and Southern Equipean ancestry, such as Jews, Catholics, Italians, Greeks and Slavic groups, will not be excluded from executive, middle management, or other job levels because of discrimination based upon their religion and or national origin.

The company will accomodate the religious observances and practices of all employees or prospective employees unless the accomodation would levy an undue hardship on the conduct of government. Such accomodations will include the observance of the Sabbath on days other than Sunday, and the observance of certain religious holidays. In determining whether such accomodation will levy undue hardship, the company will consider at least the following factors: a. the Public Welfare, b. Financial costs and expenses, c. Resulting personnel problems. Individuals who feel they have a religious conflict are urged to contact the EEO Officer so that suitable accomodations can be made.

Win Moses, Jr.
Mayor
City of Fort Wayne, Indiana

NATIONAL ORIGIN AND RELIGION ACTION STEPS

The City of Fort Wayne is pledged to take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to their religion or national origin. Such action will include but not be limited to the following: employment, upgrading, demotion, or transfer recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.
The City will review its employment practices to determine whether members of the various religious and/or ethnic groups are receiving fair consideration for job opportunities. Special attention will be directed toward executive and middle management levels, where employment problems relating to religion and national origin are most likely to occur. Based upon the findings of the reviews, the following outreach and positive recruitment activities will be undertaken:

a. Communicate the policy internally in such a manner as to foster understanding and promote support among all employees.
b. Develop reasonable internal procedures to insure that the policy is being fully implemented.
c. Periodically inform all employees of the City's commitment to the policy.
d. Enlist the support and assistance of all recruitment sources for their help in promulgating the company's policy on Religion and National Origin.
e. Review employment records to determine the availability of promotable and transferable members of various religious and ethnic groups.
f. Establish meaningful contacts with religious and ethnic organizations and leaders for such purposes as advice, education, techinical assistance and referral of potential employees.
g. Engage in significant recruitment activities at educational institutions with substantial enrollments of students from various religious and ethnic groups.
h. Use religious and ethnic media for institutional and employment advertising.

THE CITY OF FORT WAYNE

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office of the mayor

Statement of Implementation

The new Administration is committed to the following:

The City shall continue to employ an EEO officer to assist line and staff management in solving the problem areas identified in the plan. The EEO officer will design and implement audit and reporting systems to gauge the effectiveness of the City's minority recruitment efforts, indicate the need for remedial action and determine the degree to which EEO goals and objectives have been obtained.

The City will employ an EEO officer to monitor the AA efforts of Departments (Police, Fire, and EMS), which fall under the jurisdiction of the Board of Safety.

The City will also employ an EEO Specialist to monitor the AA efforts for the CETA program.

The City shall employ a Special Assistant for Minority Affairs whose duties shall include coordination of EEO efforts across the City bureaucracy, guarantee aggressive performance by the EEO officers, and report directly to the Mayor on each department's success in complying with the goals and timetables established in the Plan.

The Mayor will require that senior staff be responsible for:

1. Assisting in identifying problem areas and establishing EEO goals and objectives.
2. Active involvement with local minority organizations, women's organizations, community action groups and community service programs.
3. Periodic audit of training programs,hiring and promotion patterns to remove impediments to the attainment of goals and objectives.
4. Regular discussion with middle management first line supervisors and employees to be certain that EEO policies of the City are being followed.
5. Assuring that qualifications of all employees are reviewed to insure minorities and females are given full opportunities for transfers and promotions.
6. Performing periodic audits of all the departmental/functional areas to insure that the location is in compliance (i.e. posters properly displayed), all facilities are in fact desegregated both in policy and use and that minority and female employees are afforded a full opportunity and are encouraged to participate in all city sponsored educational, training recreational and social activities.
7. Insure that supervisors are aware that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.

Middle Managers and First Level Supervisors shall be responsible for:

1. Carrying out the purpose and intent of the City's EEO policies in all personnel actions involving their judgement and involving hiring, transfers, promotions, terminations, compensation actions, education and training.

The essential element of any affirmative action plan is the goals and timetables established for hiring and promotion. The City will strive to meet its goals by expanding resources to interest women and minorities in government employment, active recruitment efforts and advertising targeted to reach minorities. This three-pronged effort will be based upon the following specific means of insuring minority representation.

EXECUTION OF ACTION ORIENTED PROGRAMS

All position descriptions utiltzed in the preparation of this plan, have been checked and do accurately reflect position functions.

Equal Employment Opportunity posters will be posted in all City of Fort Wayne Departments. The City's EEO policy and AA program will be communicated to all employees through city publications, bulletin board notices, discussions in meetings, and through supervisors contacts with employees.

All bargining agreements with employee organizations will contain a non-discriminatory clause or statement requiring equal employment opportunity.

The City of Fort Wayne's Affirmative Action Task Force will meet accordingly to provide advice for policies related to Affirmative Action and Equal Employment Opportunity. The Task Force also provides a mechanism for in-house development, coordination, implementation and monitoring of the City's Affirmative Action Policy.
All department heads and managers will receive and retain a copy of this program. Each will be responsible for communicating the policy to each of the employees under his/her control.
The City's policy will be discussed in meetings with department heads and supervisors, advising them of their responsibilities regarding Affirmative Action.
Training programs designed to assist supervisors in their relations with minority groups and female employees will be utilized.
New Employees, during orientation will be informed of the policy and program and new supervisory employees hired or promoted will be instructed as to their responsibilities in execution of the program.

All recruiting sources will be informed of the City's policy. These sources include: State employment office,labor unions,placement sources, etc. They will be informed verbally and in the writing of City Policy. These sources will be instructed to actively recruit and refer minority and female applicants for all positions listed.
All advertising for personnel carries a statement that the City of Fort Wayne is an Equal Opportunity Employer.
All correspondence from the City of Fort Wayne states an Equal Opportunity Employer.
Minority Organizations, community agencies, schools, community leaders and other sources of minority applicants will be notified of the City's policy.
All Contractors, sub-contractors and suppliers will be informed of the EEO clause by a statement in all purchase orders, leases, contracts, etc.
The City will include a civil rights clause in all labor agreements. Written copies of this program will be provided to each union which represents employers and the city will ask all unions to abide by the program at all times.

Win Moses Jr.

Mayor

MINORITY RECRUITMENT SOURCES

Benito Juarez Cultural Center
2447 Broadway
Fort Wayne, Indiana 46804
219-432-0696

Department for Spanish Speaking
Diocese of Fort Wayne/South Bend
919 Fairfield Avenue
Fort Wayne, Indiana 46802

Fort Wayne Area Consortium
203 West Wayne Street
Fort Wayne, Indiana 46802
219-423-7450

Fort Wayne Urban League
227 E. Washington Blvd.
Fort Wayne, Indiana 46803
219-424-6326

Indiana Institute of Technology
1600 East Washington Blvd.
Fort Wayne, Indiana 46803
219-422-5561

<u>Referral Only - Limited Screening</u>

McCulloch Recreation Center
1330 McCulloch Street
Fort Wayne, Indiana 46803
219-743-5240 (After 2:00 P.M.)

National Association for the Advancement of Colored People (N.A.A.C.P.)
5248 Stonehedge Blvd. - Apt. 4
Fort Wayne, Indiana 46815
219-743-3355 or 485-5133
Labor and Industry Committee
219-424-1635

Metropolitan Human Relations Commissio
Room 680 City-County Building
One Main Street
Fort Wayne, Indiana 46802
219-423-7664

Office of Federal Contract Compliance
203 West Wayne Street
Fort Wayne, Indiana 46802
219-423-7466

Office of Minority Business Enterprise
(O.M.B.E.) Suite 1018
Anthony Wayne Bank Building
203 East Berry Street
Fort Wayne, Indiana 46802
219-743-8111 or 743 -8112

Veteran's Affairs Office
4th Floor - City-County Building
One Main Street
Fort Wayne, Indiana 46802
219-423-7703

Women's Bureau
P.O.Box 554
Fort Wayne, Indiana 46801
219-743-0033

Indiana University - Purdue University
Women's Studies Division
2101 Coliseum Blvd. East
Fort Wayne, Indiana 46805
219-482-5121

Sisterspace
1414 Broadway
Fort Wayne, Indiana 46802
219-424-6317

Y.W.C.A.
2000 N. Wells Street
Fort Wayne, Indiana 46808
219-424-4908

Employers Advisory Council for Handicapped
c/o Mental Health Center
909 E. State Street
Fort Wayne, Indiana 46805

Talk Shows

Majority of One
W.P.T.A. Channel 21
3333 Butler Road
Fort Wayne, Indiana 46808

Newspapers

Frost Illustrated
124 West Wayne Street
Fort Wayne, Indiana 46802
219-422-2823

Communicator
Indiana-Purdue University at Fort Wayne
2101 Coliseum Blvd. East
Fort Wayne, Indiana 46805
219-482-5121

WORK FORCE ANALYSIS

This section contains a detailed analysis of the City of Fort Wayne's workforce make-up. Included in it is a Workforce Analysis by department and by major job group.

The Departmental Workforce Analysis is a listing determined by payroll records and shows by department, all employees (identified by correct title) in that department ranked from the lowest paid to the highest paid. Non-union salaried positions are identified by an alphabetical code. Included in each departmental workforce analysis is the following information:

1. Total number of incumbents
2. Total number of male incumbents
3. Total number of female incumbents
4. Total number of Black incumbents
5. Total number of male Asian or Pacific Islander incumbents
6. Total number of male American Indian or Alaskan Native incumbents
7. Total number of male Hispanic incumbents
8. Total number of female Black incumbents
9. Total number of female Asian or Pacific Islander incumbents
10. Total number of female American Indian or Alaskan Native incumbents
11. Total number of female Hispanic incumbents
12. Wage rate or salary range
13. Major Job Group identification
14. EEO-4 category identification

This analysis has aided us in identifying any areas of underutilization in City departments. Several departments have been targeted as areas in which the City will extend all good faith efforts to increase the slight underutilization. Departments with slight underutilization will be able to attain full utilization by increasing their Departmental work force with the addition of one to two minorities. These departments are the Board of Works, Controllers Office, EMS and Personnel. It should be noted that there are no anticipated vacancies in those departments, however as vacancies occur, the City will extend all efforts to recruit minorities for positions. Departments which will be targeted to a greater degree are Aviation, Police Officers and Civilians, Fire Department, Data Systems, City Utilities offices, Park Department, Street Maintenance Related Departments, Techinical Services and all Departments relative to Engineering.

JOB GROUP WORKFORCE ANALYSIS

The major job group Workforce Analysis is arrived at by regrouping jobs of:

1. similar content
2. wage rate
3. opportunities for advancement

from the departmental analyses within each major job group.

All employees are identified by correct title, ranked from the lowest paid to the highest paid. Non-union salaried positions are identified by an alphabetical code. Included in each major job group analysis is the following information:

1. Total number of incumbents
2. Total number of male incumbents
3. Total number of female incumbents
4. Total number of male Black incumbents
5. Total number of male Asian or Pacific Islander incumbents
6. Total number of male American Indian or Alaskan Native incumbents
7. Total number of male Hispanic incumbents
8. Total number of female Black incumbents
9. Total number of female Asian or Pacific Islander incumbents
10. Total number of female American Indian or Alaskan Native incumbents
11. Total number of female Hispanic incumbents
12. Wage rate or salary range
13. Department identification
14. EEO-4 category identification

Narrative analysis of major job group Workforce Analysis , is contained in the Establishment of Goals and Timetables section of the plan.

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DEPARTMENTAL WORKFORCE ANALYSIS

DEPARTMENT: Adult Guards WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Adult Guards	04	5.67 a day	39	15	24	3								3
TOTAL:			39	15	24	3								3

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DEPARTMENT: Aviation WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
Custodian	08	3.85-5.15	6	5	1									
Jr. Equip. Operator	08	4.69-6.10	1	1										
Secretary	06	4.70-5.03	2		2									
Terminal Police	04	4.77-6.95	3		3									
Equip. Operator	08	4.78-6.95	1	1			1							1
Sr. Laborer	08	5.03-5.41	1	1										
Sr. Mechanic	07	6.00-6.96	1	1										
Sr. Equip.Operator	07	6.10-6.95	1	1										
Lt.Crash Firefgtr Police Capt.Crash Firefgtr.Police	02 02	6.48-7.27 6.48-7.61	2 2	2 2										
Firefighter/Crash/Police	04	6.95-7.61	5	5										
Asst.Financial/Mgr.	01	D	1	1										
Asst.Airport/Mgr.	01	D	2	2										
Asst.Airport/Mgr.	01	D	1	1										
Jr. Roads/Ground Sprv.	01	E	2	2										
Sr.Roads/Grounds Foreperson	01	E	1	1										
Chief Custodian	01	F	1	1										
Airport Manager	01	B	1	1										
TOTAL			34	28	6		1							1

DEPARTMENT: Board of Safety

WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Board Members	01	F	2	1	1					1				1
Chairperson	01	F	1		1									
A.A.Officer	01	F	1		1					1				1
TOTAL			4	1	3					2				2

DEPARTMENT: Board of Works WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary	06	4.44-4.87	2		2									
Accounting Clerk	06	4.77-4.87	1		1									
Minute Record Clerk	06	5.88-6.00	1		1									
Inspector A	03	8.12-9.00	1	1		1								1
Clerk to Board	01	D	1		1									
Member of Board	01	C	2	1	1					1				1
Chairman of Board	01	A	1	1										
TOTAL			9	3	6	1				1				2

EPARTMENT: CETA WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Gen. Maintenance	08	3.62-3.85	1	1		1								1
Receptionist	06	3.62-3.85	1		1									
Office Services Clerk	06	3.62-3.85	1		1									
Clerk Typist A	06	3.62-3.85	3		3					2				2
S.Y.P. Interns	06	3.94-4.20	2	1	1	1				1				2
Secretary C	06	4.12-5.07	10		10					1	1			2
Secretary B	06	4.44-5.66	2		2					1				1
Fiscal Records Clerk	06	4.12-4.44	2		2					1	1			2
MIS Clerk	06	4.44-5.05	4		4					2				2
Payroll Clerk	06	4,50-4.70	3	1	2			1		1				2
Instruction Training Aide	06	4.70-4.95	1	1										
Secretary A	06	4.70-5.03	6		6					3				3
Acctg. Services Ass't	06	4.70-5.03	1		1									
Public Information Officer	02	6.27-6.45	1	1										

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Job Search Specialist	05	4.92- 5.42	7	3	4	2				1				3
Contract Mgt. Specialist	05	4.92- 5.42	1		1									
Payroll Cost Acct.	06	4.92- 5.42	1		1									1
Projection Specialist	06	5.37- 5.66	1		1					1				1
Monitoring Specialist	02	5.63-5.94	2		2									
Program Evaluator	05	5.43- 5.72	2		2					2				2
Security Specialist	04	5.43- 5.72	1	1										
Program Specialist	02	5.72-6.44	9	2	7	1				5				6
Payroll Accountant/Encoder	06	5.72- 6.03	1		1									
Step Counselor	05	5.75- 6.16	1		1									
Instructor Adams County	05	5.75- 6.16	1		1									
Safety Specialist	04	5.75- 6.16	1		1						1			1
Complaint Investigator	02	5.75- 6.16	1		1						1			1
Career DEvelopment Specl	05	5.75- 6.16	1		1									
Intake Counselor	05	5.75- 6.16	5	2	3		1			1				2

[redacted] RT[redacted]T: [redacted]CET[redacted] [redacted] [redacted] [redacted] [redacted] [redacted]KF[redacted]E [redacted]YS[redacted]AS [redacted] [redacted]11-[redacted] [redacted] [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Intake/Program Specl.	05	5.75- 6.16	13	4	9									
Inst.&Train.Specl.	02	6.16-6.49	2	2		1								1
Planner I	05	6.37-6.58	1	1										
Financial Aid. Asst.	05	6.37-6.58	1		1					1				1
Administrative Aide	06	6.37-6.58	1		1									
Office Serv. Superv.	01	D	1		1									
Ass't. Federal Account.	05	6.37-6.64	1	1										
Technical Asst.Exp.	05	6.62-6.89	1	1						1				1
Payroll Supervisor	01	E	1	1										
MIS Co-ordinator	01	E	1	1										
MIS Supervisor	01	E	1	1			1							1
EEO Specialist	02	6.93- 7.16	1	1		1								1
Step Supervisor	01	E	1		1									
IMU Co-ordinator	01	E	1		1									

[redacted] : [redacted] AS [redacted] : [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
County Co-ordination	01	E	6	1	5									
Personnel - EEO Officer	01	E	1		1									
Public Sector Employment Supervisor	01	E	1		1						1			1
County Co-ordinator	01	D	1	1										
Federal Accountant	02	8.07-8.66	1	1										
Internal Auditor	02	8.07-8.66	1	1										
Chief Counselor	01	D	1		1					1				1
Tranining Supervisor	01	D	1	1										
Co-ordinator/Private Sector	01	D	1		1									
Co-ordinator/ Fort Wayne	01	C	1	1										
Associate Director	01	C	1	1										
Director	01	B	1	1										
TOTAL			117	34	83	7	2	1		25	5			40

[redacted] RK[redacted]CE [redacted]LY[redacted]AS[redacted]: [redacted] 2-[redacted]0 [redacted]

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Clerk-Typist A	06	3.85-4.00	1		1					1				1
Secretary C	06	4.12-4.96	2		2									
Secretary A	06	4.48-5.00	1		1									
Teller	06	4.76-5.15	1		1					1				1
Personnel Supervisor	05	4.87-5.47	1		1									
Chief Dep-City Clerk	02	5.37-5.66	1		1									
City Clerk	01	E	1	1										
TOTAL			8	1	7					2				2

JOB TITLE	EEO-4	WAGE RATE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
	CATEGORY	OR RANGE	TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Wash and Gas	08	3.25-3.88	4	4		1								1
Mechanics Helper	07	4.00-4.47	2	2		2								2
Secretary A	06	4.15-4.73	1		1									
Body Repairman	07	4.98-5.45	1	1										
Stockroom Keeper	08	7.00-6.49	1	1										
Senior Mechanic	07	7.15-6.54	3	3										
Asst. Superintendent	01	E	1	1										
TOTAL			13	12	1	3								3

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[redacted] [redacted] [redacted]ARTMENT: [redacted] Civil Defen[redacted] [redacted] [redacted] [redacted] [redacted]RKF[redacted]E [redacted]LYS[redacted]AS [redacted] [redacted]-11[redacted] [redacted] [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary	06	4.87-5.17	1		1									
TOTAL			1		1									

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Exec. Secretary B	06	3.96-4.43	1		1							1		1
Dispatcher	03	5.00-6.92	18	11	7	2				1				3
Lieutenant	02	7.56-8.11	3	3										
Radio Tech.	03	7.62-8.27	5	5										
Captain	02	7.72-8.37	3	3										
Chief Technician	02	7.85-8.70	1	1										
Chief Dispatcher	02	7.85-8.70	1		1									
Asst. Chief	01	D	1	1										
Chief Commun.	01	D	1	1										
TOTAL			34	26	9	2				1				4

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Interns	05	3.25-3.68	2	2										
Secretary	06	4.44-5.79	3		3									
Zoning Enforce	03	6.16-8.24	2	1	1									
Land Use Admins.	02	5.97-6.96	1	1										
Asst. Planner	03	5.97-6.96	1	1		1								1
Adm. Asst.	01	E	1		1									
Asso.Planner	02	7.35-7.78	2	2										
Senior Planner	02	9.16-9.20	3	3										
TOTAL			15	10	5	1								1

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DEPARTMENT: Controller WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
Executive Secretary	06	4.27-4.44	1		1									
Accountant/Bank Reconcil.	06	5.37-5.66	1	1										
Executive Secretary	06	5.56-5.96	1		1									
Bookkeeping Machine Operator	06	6.11-6.25	1		1									
Accounting Clerk	06	5.86-6.18	1		1									
Barrett Law Clerk	06	5.97-6.38	1		1									
Executive Secretary A	06	6.01-6.48	1		1									
Financial Accountant	05	7.84-7.89	2		2					1				1
Urban Grants Director	01	C	1		1									
Administrator Federal Funds	02	9.37-9.96	1	1										
Deputy Controller	01	C	1	1										
Controller	01	A	1	1										
TOTAL			13	4	9					1				1

[redacted] Customer [redacted] [redacted] 1-8 [redacted]

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Cashier	06	3.93-4.57	3		3									
Data Control Clerk I	06	4.15-4.72	1		1									
Data Control Clerk II	06	4.72 - 4.77	4		4									
Customer Relations Clerk	06	4.38-4.57	6		6					1				1
Credit and Collection Clk.II	06	4.77 - 4.93	1		1									
Utility Clerk	06	4.93-5.47	1		1					1				1
Chief Customer Serv.Clerk	06	5.40-5.73	1	1										
Special Meter Reader	07	5.73-6.92	1	1										
Supervisor	01	E	1		1									
TOTAL			19	2	17					2				2

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Encoder Operator	03	4.60-4.82	3		3									
Data Entry Clerk	06	5.02-5.30	1		1									
Maintenance Programmer	03	5.30-5.43	2	1	1									
Programmer	03	6.81-8.17	1	1										
Console Operator II	03	5.57-6.81	1		1									
Operations Manager	01	D	1	1										
Programmer/Analyst	03	8.17-9.64	2	2										
Systems/Analyst Manager	01	C	1		1									
Director of Data Processing	01	B	1	1										
TOTAL			13	6	7									

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Research Assistant	05	5.62-6.58	1		1									
Assoc. Planner	02	6.87-7.78	1		1									
LDC Administrator	02	6.87-7.78	1	1		1								1
Senior Planner	02	8.62-9.20	2	1	1									
Director Planning	01	B	1	1										
TOTAL			6	3	3	1								1

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
EMT	03	5.02-6.38	30	24	6	1	1							2
Shift Supervisor	03	5.25-6.95	3	2	1									
Director	01	D	1	1										
TOTAL			34	27	7	1	1							2

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees: Total	All Employees: Male	All Employees: Female	Male: B	Male: H	Male: A/PI	Male: AI	Female: B	Female: H	Female: A/PI	Female: AI	Total
Secretary C	06	3.90-4.12	1		1									
Secretary B	06	4.25-5.66	2		2									
Fire Fighter	04	5.98-6.92	156	156		2								2
Lieutenant	02	6.85-7.71	17	17		2								2
Captain	02	7.58-8.13	39	39		1								1
Platoon Captain	02	7.60-8.37	20	19	1	1				1				2
District Chief	01	D	7	7										
Asst. Chief	01	D	6	6		1								1
Chief Fire	01	C	1	1										
TOTAL			249	245	4	7				1				8

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Accounting Clerk I	06	3.68-4.72	1		1					1				1
Accounting Clerk II	06	3.68-4.28	1		1									
Accounting Clerk III	06	3.68-4.72	1		1									
General Accountant I	06	7.00 -7.11	1	1										
General Accountant II	06	7.11-7.63	2	2										
Supervisor Gen.Acct.	01	D	1	1										
Manager of Acct.& Fin.	01	C	1	1										
TOTAL			8	5	3					1				1

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees: Total	All Employees: Male	All Employees: Female	Male: B	Male: H	Male: A/PI	Male: AI	Female: B	Female: H	Female: A/PI	Female: AI	Total
Secretary III	06	4.57-4.72	1		1									
Consultant	02	4.57-4.78	1	1										
Legal Documents Clerk	06	4.93-5.19	1		1									
Secretary A	06	5.96-6.29	1		1									
Adm. Assistant	01	E	1		1									
TOTAL			5	1	4									

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JOB TITLE	EEO-4	WAGE RATE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
	CATEGORY	OR RANGE	TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Kennel Worker	08	3.85-5.15	3	2	1									
Clerk Dispatcher	06	3.85-5.15	2		2									
Education Specialist	02	4.57-5.27	1		1									
Utility Person	08	4.63-5.33	1		1									
Technician	03	4.71-5.42	1		1									
Humane Officer	08	5.42-6.45	6	5	1	1								1
Special Humane Off./Asst.Dir.	02	5.63-6.87	1		1									
Manager/Director	01	D	1		1									
TOTAL			16	7	9	1								1

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Asso.Attorney	02	6.05-6.20	6	5	1									
City Attorney	02	10.73	1	1										
TOTAL			7	6	1									

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Receptionist	06	5.19-5.50	1		1					1				1
Exec. Sec.	06	5.27-5.89	1		1									
Exec.Asst.	01	E	1	1										
Adm. Asst.(Issues)	01	D	1		1									
Adm. Asst.(Minority Affrs.)	01	D	1		1					1				1
Adm. Asst.	01	D	1	1			1							1
Mayor	01	A	1	1										
TOTAL			7	3	4		1			2				3

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Clerk-Meter Reader	06	4.52-5.12	1	1						1				1
Meter Reader	07	5.12-5.97	14	14										
Senior Meter Reader	07	5.45-5.98	1	1										
Chief-Meter Reader	07	8.93-9.26	1	1										
TOTAL			17	16	1					1				1

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary	06	3.90-4.43	2		2		1			1				2
Intake-Investigator	05	5.96-6.27	1	1			1							1
Human Realtion Rep.	05	5.98-6.42	1		1									
Compliance Officer	02	6.94-7.33	1		1									
Chief Invest.	02	6.94-7.33	1		1						1			1
Staff Attorney	02	7.36-8.59	1	1										
Deputy Director	02	7.96-8.95	1		1					1				1
Exec. Director	01	C	1	1										
TOTAL			9	3	6		2			2	1			5

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BG Code Enforce Acct.
Depts. 903,907,908,910,912

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Assistant	06	4.50-4.70	1		1					1				1
Relocation Asst.	05	5.27-5.72	1		1					1				1
Housing Counselor	05	5.27-5.72	1		1					1				1
Counselor I	05	5.87-6.38	1		1					1				1
REHAB Tech.	07	6.38-6.89	2	2		1								1
Coordinator	05	6.97-7.40	1		1									
TOTAL			7	2	5	1				4				5

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B.G.Planning Acct.

JOB TITLE	EEO-4	WAGE RATE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
	CATEGORY	OR RANGE	TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary A	06	4.37-4.69	1		1									
Asst. Planner	02	6.37-6.95	2	2										
TOTAL			3	2	1									

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B.G.Administration Account

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Assistant Compliance	05	5.41-5.96	1		1									
Asst. General Acct.	06	5.42-5.72	2		2									
Compliance Adm.	02	5.63-5.96	1		1					1				1
Project Coord .	03	6.40-6.96	2	2		2								2
Manager	02	6.96-7.40	1	1		1								1
Accountant	02	6.96-7.40	1	1										
Counseling Housing Mngr.	02	6.96-7.78	1		1					1				1
Dep.Dir.Neigh.Care	01	D	1	1										
Dir.Neigh. Care	01	B	1		1					1				1
TOTAL			11	5	6	3				3				6

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Assistants	05	4,45-5.94	3	2	1	1				1				2
Neighborhood Councelor	05	5.02-5.27	2	1	1					1				1
Finance Officer	06	5.89-6.02	1		1									
Bookkeeper	06	5.89-6.03	1		1									
Housing Counselor	05	6.02-6.33	1	1		1								1
REHAB Tech.	07	6.58-6.89	5	5		2								2
TOTAL			13	9	4	4				2				6

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
General Utility Clerk	06	3.60-4.19	1		1					1				1
Mail Clerk	06	3.60-4.06	1		1					1				1
Mail Clerk In/Out	06	3.60-4.19	1		1									
Machine Operator I	07	4.49-5.00	1	1			1							1
General Utility Clerk II	06	3.60-4.72	2		2									
Supervisor Office Serv.	01	D	1	1										
TOTAL			7	2	5		1			2				3

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
Custodians/200 Attendants	08	3.10-6.04	30	16	14	2								2
Recreation Person	05	3.25-5.50	33	22	11	6				4				10
Golf Pro	05	3.25-3.73	2	2										
Secretary/Bookkeeper	06	4.44-5.36	10		10					1	1			2
Park Helper/Gardener	08	4.44-6.30	23	21	2				1					1
Grounds Maint/Operators	08	4.70-6.04	27	27		3	1							4
Office Manager	08	5.02-5.36	1		1						1			1
Ball Diamond Keeper	08	4.70-6.04	4	4										
General Construction	07	5.02-6.30	5	5			1							1
Drafts Person	03	5.30-5.42	1	1										
Carpenter	07	5.41-6.50	5	5										
Floriculturist	08	5.41-5.63	1		1									
Park Srv. Officer	04	5.42-6.72	4	4		1								1
PIO	02	5.72-6.33	1		1									

TOTAL SEE LAST PAGE

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Educational Specialist	02	5.72-7.27	1		1									
Working Leaders	08	5.83-6.70	8	8										
Greenskeeper	08	6.04-7.89	4	4										
Equipment Operators	07	6.25-6.50	15	15										
Stock Person	08	6.30-6.50	2	2										
Painter	07	6.30-6.50	6	6										
Plumber	07	6.30-6.50	3	3										
Mechanic	07	6.30-6.50	5	5										
Welder	07	6.30-6.50	1	1										
Electrician	07	6.45-6.50	2	2										
Supervisor	02	6.83-8.52	2	2										

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Supervisor Park Officers	01	D	1	1		1								1
Dir. Snr. Citz. Cntr.	01	E	1		1									
Adm. Asst.	01	E	1	1										
Zoo Director	01	C	1	1										
Business Manager	01	C	1	1										
Asst. Superintendent	01	C	2	2										
Dir. Parks / Recreation	01	B	1	1										
TOTAL			304	168	136	13	2		1	5	2			23

[redacted] Fa[redacted]eve[redacted]Sha[redacted] [redacted]ORK[redacted]RCE[redacted]AL[redacted]S A[redacted]F: [redacted]2-11[redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Dispatcher	06	3.25-3.50	1		1									
Clerk B	06	3.70-4.18	1		1									
Recreation Leader	05	3.80-4.44	2		2									
TOTAL			4		4									

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Attendant	08	3.00-3.61	2	2										
Utility Room	08	3.20-3.85	2	2		1								1
Parking Control Officer	04	4.78-5.29	4	2	2					1				1
Secretary C	06	4.90-5.34	1		1									
Working Foreman	07	4.95-5.41	1	1										
Parking Administrator	01	D	1		1									
TOTAL			11	7	4	1				1				2

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Student Laborer	06	3.10-6.70	1		1									
Payroll Account./Encoder	06	6.70-7.54	2		2									
Assistant Superv.	01	E	1		1									
Superv./Person.Consult.	01	C	1		1									
TOTAL			5		5									

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Intern	06	3.20-3.50	1		1									
Secretary A	06	4.17-4.57	1		1					1				1
Secretary-Recept.	06	4.17-4.57	1		1									
Records & Benefits Spec.	06	4.49-4.92	1		1									
Safety Investigator	02	5.17-5.46	1	1										
Employment Specl.	02	6.53-7.06	1		1									
EEO-AA Officer	02	7.27-7.71	1		1					1				1
Employment Specl.	02	7.37-7.99	1	1										
Personnel Specl.	02	7.37-7.99	1	1										
Assit.Personnel Dir. Labor Relations	01	C	1		1									
Person. Dir./Labor Rel.	01	A	1	1										
TOTAL			11	4	7					2				2

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Patrol Officer	04	6.93-8.38	210	202	8	16	7			2				25
Sgt.	03	7.74-8.79	57	57		1								1
Lieutenants	02	8.16-9.10	13	13										
Captain	02	8.54-9.29	13	13		1								1
Deputy Chief	01	D	3	3		1								1
Asst. Chief	01	C	1	1										
Chief of Police	01	C	1	1										
TOTAL			298	290	8	19	7			2				28

[redacted] [redacted] [redacted]AR[redacted]NT: [redacted]Pol[redacted]Civ[redacted]ans [redacted], [redacted] [redacted] [redacted]RK[redacted]CE [redacted]LY[redacted]AS[redacted]: [redacted]-11[redacted] [redacted] [redacted]

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Clerk Typist A	06	3.25-3.85	2		2									
Exec. Secretary	06	3.96-4.12	1		1									
Clerk Typist Computer Input Tech.	06	3.96-4.12	10	1	9					1	1			2
CRT Operator	06	3.96-4.12	1		1					1				1
Secretary B	06	4.25-4.43	8		8					1				1
Exec. Secretary	06	4.30-4.77	1		1									
Clerk Typist A	06	4.40-4.94	1		1									
Civilian Police Tech.	03	4.97-5.98	1	1										
Mechanic	07	5.99-6.25	4	4										
Dark Room Technician	03	6.29-6.66	1	1										
Attorney	02	6.45-6.78	1	1										
Chemist	02	8.75-9.76	1	1		1								1
Office Admins.	06	F	1	1										
TOTAL			33	10	23	1				3	1			5

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Adm. Asst. Public Affairs	05	4.78-5.28	1		1									
Asst. Citizens -Adv.	05	4.47-4.78	1		1									
Asst. Citizens-Part.	01	E	1		1									
Citizens Adv.	01	E	1		1									
TOTAL			4		4									

[redacted] [redacted] [redacted]AR[redacted]NT [redacted] [redacted]ic [redacted]orma[redacted]n, [redacted] . [redacted] [redacted]RK[redacted]CE [redacted]LY[redacted]AS[redacted]: [redacted] [redacted]1-8[redacted] [redacted]

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Asst. Dir.	02	4.87-5.19	1	1										
Adm. Asst.	01	E	1		1									
TOTAL			2	1	1									

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Secretary	06	4.70-6.49	1		1									
Buyer	06	6.49-7.67	2		2									
Assistant Director	06	6.79-7.25	1		1									
Director	01	C	1	1										
TOTAL			5	1	4									

[redacted] AR[redacted] IT: [redacted] [redacted] WORK[redacted]CE [redacted] AS [redacted]: 2-11-[redacted]

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Executive Sec. A	06	5.27-5.89	1		1									
Project Technician	03	5.90-6.16	1		1									
Finance/Relo Spec.	02	6.87-7.39	1		1									
Deputy Dir.	01	D	1	1										
Exec.Dir.	01	A	1	1										
TOTAL			5	2	3									

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Staff Attorney	02	5.57-5.79	1	1										
TOTAL			1	1										

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Clerk-Typist A	06	3.87-4.29	1		1									
Laborer	08	4.86-5.50	18	18		3	1							4
Dispatcher	06	4.86-5.24	3	3										
Trouble Shooter	08	4.86-5.47	4	4		1								1
Truck Driver	08	4.86-5.47	11	11		5								5
Operator B	08	5.03-5.57	9	9		2								2
Operator A	07	5.57-5.79	1	1		1								1
Mechanics	07	5.63-6.08	4	4			1							1
Crew Leader	07	5.65-5.79	5	5		4								4
Foreman/Supervisor	07	6.09-6.48	11	11		2								2
Office Manager/Acct.	02	5.67-6.10	1		1									
Asphalt-Slurry Operator	07	6.09-6.73	1	1										
Chip/Seal Consultant	07	6.09-6.97	1	1										
Asst. Street Comm.	01	D	1	1										
Street Comm.	01	C	1	1		1								1
TOTAL			72	70	2	18	1							19

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Student Laborer	03	3.50-4.25	1	1										
Secretary B	06	3.60-4.43	1		1									
Secretary A	06	4.98-5.21	1		1									
Engineer Asst.	02	7.90-6.16	11	10	1									
Chief Engineer	01	C	1	1										
TOTAL			15	12	3									

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Technical Aide	06	3.75-4.47	1		1									
Secretary	06	4.50-5.40	1		1									
Storeroom & Light Fixture repair person	08	4.60-5.50	1	1										
Material Control-Storeroom Keeper	08	4.78-5.76	1	1										
Maintenance Electrician	07	5.98-6.21	1	1										
Sup. Maintenance	01	C	1	1										
Design Eng.	02	8.00-8.79	1	1										
Street Lighting Admin.	01	C	1	1										
TOTAL			8	6	2									

[redacted] [redacted] [redacted]AR[redacted]T:[redacted]ech[redacted]l.S[redacted]ces[redacted]. [redacted] · [redacted] [redacted]RK[redacted]CE [redacted]LY[redacted]AS[redacted]: [redacted]2-1[redacted]) [redacted] [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Student Laborer	03	3.71-5.71	1				1							1
Information Proc.Oper.	06	3.71-5.71	1		1									
Secretary A	06	3.71-5.71	1		1									
Bookkeeper	06	4.47-5.18	1		1									
Secretary C	06	5.18-5.71	1		1									
Secretary B	06	5.40-5.71	1		1									
Inspector B	03	5.46-6.50	9	9										
Survey Techn. A	03	5.77-7.97	1	1										
Drafting Techn.B	03	6.09-6.50	5	5		1	1							2
Reprod.Machine Oper.	07	6.35-6.50	1	1										
Inspector A	03	6.21-7.51	4	4		1								1
Drafting Techn. A	03	6.21-8.18	6	6			1	1						2
Survey Party Chief B	03	6.69-8.47	2	2										
TOTAL			34	29	5	2	3	1						6

[redacted] [redacted] [redacted]AR[redacted]NI[redacted]ech[redacted]al.[redacted]ice[redacted] . [redacted] : [redacted] [redacted]RK[redacted]CE[redacted]ALY[redacted] AS[redacted]: [redacted] [redacted]-80[redacted] [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Engineering Cost Acct.	02	7.54-8.46	1	1										
Survey Party Chief	03	8.47-9.34	1	1										
Chief Inspector	01	E	3	3										
Surveying Div.Supr.	01	D	1	1										
Drafting Div.Supr.	01	D	1	1										
Technical Serv.Admin.	01	C	1	1										
TOTAL			8	8										

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary	06	4.44-5.15	3		3									
Painter First Class	07	5.02-6.24	7	7		2								2
Data Processing Technicains	03	5.72-6.64	2	2		1								1
Engineering Technician	03	6.49-7.71	1	1										
Signal Apprentice A	07	7.71-8.03	4	4										
Signal Electrician	07	8.04-8.73	8	8										
Assistant Engineer	01	8.08-9.53	2	2										
Project Engineer	01	D	1	1										
Signal Foreman	02	8.73-8.76	2	2										
Sign and Marking Super.	01	D	1	1										
Signal Superintendent	01	D	1	1										
Asst. to Dir.Trans.Traff Eng.	01	C	1	1										
TOTAL			33	30	3	3								3

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Service Investigator	03	5.95-6.54	1		1									
Cross-Conn.Investigator	03	6.50-7.00	1	1										
Engineer	02	6.73-7.45	1	1				1						1
Project Technician	03	6.85-7.54	1	1										
Junior Engineer	02	7.50-8.20	1	1										
Invest.Assistance Superv.	03	8.25-9.18	1	1										
Chief Water Engineer	01	C	1	1										
TOTAL			7	6	1			1						1

[redacted] AR [redacted] NT [redacted] Water Filtration [redacted] RK [redacted] CE [redacted] ALY [redacted] AS [redacted]: [redacted] 2-11 [redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
High Service Pump Operator	07	5.57-5.86	8	8										
Mechanic B	07	5.62-5.96	4	4										
Operating Chemist	03	5.73-6.20	4	4										
Electrician B	07	5.73-6.20	1	1										
Mechanic A	07	5.93-6.45	4	4										
Analytical Chemist	02	6.17-6.53	1		1									
Electrician A	07	6.27-6.75	1	1										
Analytical Chemist	02	6.57-7.66	1	1										
Maintenance Foreman	01	C	1	1										
Ass't. Superintendent	01	C	1	1										
Superintendent	01	B	1	1										
TOTAL			27	26	1									

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
Cedarville Dam Tender	07	3.97-4.35	1	1										
Clerk-Typist	06	4.27-4.49	1		1									
Clerk-Stenographer	06	4.37-4.72	1		1									
Building Service Person	08	4.50-5.00	2	2		1								1
Building Service Foreman	08	4.92-5.54	1	1										
Utility Person	08	4.92-5.54	4	4		1	1							2
Utility Laborer A	08	4.92-5.54	1	1										
Chemical Feed Operator	07	5.45-5.76	4	4										
Mechanic C	07	5.45-5.76	2	2		1								1
Painter B	08	5.45-5.76	1	1										
Plant Clerk	08	5.45-5.76	1	1										
Hurshtown-Cedarville Oper.	07	5.45-5.76	1	1										
Boiler Room Operator	07	5.45-5.76	4	4										
Chemical Unload Operator	07	5.57-5.86	1	1										
St. Joe Dam Operator	07	5.57-5.86	4	4										
TOTAL			29	27	2	3	1							4

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Junior Clerk	06	3.55-4.50	1		1					1				1
Student Laborer	06	3.55-4.50	1		1									
Water Maint.&Comm.Oper.	08	4.83-5.21	5	5		1								1
Tandem Driver	08	5.56-5.72	5	5										
Laborer I	08	4.97-5.04	7	7		4								4
Valve Truck Operator	07	5.51-6.61	2	2										
Laborer II	08	5.33-5.86	10	10		3	1							4
Utility Person	07	5.87-6.45	4	4		1	1							2
Storkeeper	06	6.70-7.37	1	1										
r. Clerk	06	4.95-5.25	2		2									
t. Meter Repair	07	5.61-6.17	2	2										
Service Person	07	5.79-5.97	8	8		1								1
Hydrant/Maint. Person	07	5.87-6.46	2	2		1								1
Meter Changer.Maint.Plumb.	07	6.01-6.55	1	1			1							1
Large Meter Repairer/Invest.	07	6.01-6.55	2	2										

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI	TOTAL
Main.Crew Leader	07	6.70-7.37	1	1		1								1
Meter Shop	07	6.70-7.37	1	1										
Plumber Crew Leader	07	6.56-6.70	6	6		2								2
Dispatcher	06	6.01-6.55	1	1										
Backhoe Operator	07	6.06-6.65	6	6			1							1
Complaint Person	07	6.13-6.74	2	2										
Asst. Storekeeper	08	6.13-6.74	1	1										
Chief Utility Plumber	07	6.82-7.50	2	2										
Adm. Aid	01	D	1	1										
Superv.of Service	01	D	1	1										
Superv. of Construction	01	C.	1	1		1								1
TOTAL			76	72	4	15	4			1				20

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Secretary B	06	4.25-4.47	1		1									
Secretary A	06	4.37-4.73	1		1									
Field Crew-Assistant/SESS	07	4.67-5.07	1	1										
Field Crew Leader/SESS	07	6.08-6.30	2	2										
Field Supervisor/SESS	03	7.37-7.87	1	1										
Junior Engineer	02	7.01-8.35	5	5		1								1
Engineer	02	7.77-7.90	2	2										
Project Engineer	01	D	1	1										
Project Engineer	01	C	3	3										
City WPC Engineer	01	C	1	1										
TOTAL			18	16	2	1								1

Job Title	EEO-4 Category	Wage Rate or Range	All Employees			Male				Female				Total
			Total	Male	Female	B	H	A/PI	AI	B	H	A/PI	AI	
Clerk-Typist	06	3.35-3.65	1		1									
Building Service Person	08	4.60-4.99	2	2										
Laborer	08	4.60-5.01	4	4		1								1
Custodian	08	4.70-5.17	1	1										
Stenographer	06	4.90-5.39	1		1									
Mechanic 3	08	5.25-5.75	1	1										
Stormwater Station Oper.	07	5.25-5.76	1	1										
Grit/Digester Oper.	07	5.25-5.76	1	1										
Aeration Operator	07	5.25-5.76	4	4										
Waste Water System Insp.	03	5.35-5.86	2	2										
Equipment Operator B	07	5.50-5.96	1	1										
Repairman B	07	5.50-5.96	4	4		3								3
Laboratory Technician	03	5.65-6.20	2	2										
Control Operator	07	5.65-6.20	4	4										

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Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Service Maintenance Person	08	5.85-6.33	1	1										
Equipment Operator A	07	5.85-6.33	2	2		1								1
Repairman A	07	5.90-6.45	2	2										
Inspector-Electrical/ Mechanical	03	5.95-6.55	1	1										
Plant Electrician	07	5.95-6.58	1	1										
Assistant Chemist	02	E	2	1	1									
Office Manager	06	6.12-6.69	1		1									
Industrial Water Engineer		6.37-7.01	1	1										
Assistant Supervisor	07	6.47-7.15	1	1										
Supervisor-Sledge Disposal	01	E	1	1										
Technician	03	6.97-7.62	1	1										
Supervisor-Stations	01	D	1	1										
Supervisor-Ind. Waste Control	03	8.00-8.81	1	1										
Supervisor Maintenance	01	D	1	1										
Chemist	02	C	1	1										

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Custodian	08	4.27-4.70	1	1										
Clerk-Typist	06	4.75-5.23	1		1									
Sewer Repairer	08	5.27-5.45	9	9		2								2
Night-Investigator	08	5.57 -6.10	2	2										
Combination Repairer/ Truck Driver	07	5.54-6.10	1	1		1								1
Sr. Combination Repairer/ Truck Driver	07	5.65-6.15	3	3		1								1
Sewer Repairer	07	5.54-6.10	1	1		1								1
TV Truck Asst.	08	5.64-6.20	2	2										
Sewer Jet Flusher Operator	07	5.86-6.45	2	2										
Vactor Operator	07	5.91-6.50	2	2										
Hydraulic Sewer Rodder Operator	07	6:10-6.71	1	1										
Utility Construction Person	07	6.10-6.71	1	1										
TV Truck Servicer	08	6.10-6.71	1	1										
Crew Leader	07	6,10-6.71	3	3										

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Backhoe Operator	07	6.10-6.71	1	1										
Special Investigator	07	6.25-6.88	3	3										
General Foreman	05	6.49-7.14	1	1		1								1
Ass't. Superintendent	01	D	1	1										
Superintendent	01	C	1	1										
TOTAL			37	36	1	6								6

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI	B	H	A/PI	AI	
Mgr.-Field Control/Insp.	01	C	1	1										
Superintendent	01	B	1	1										
TOTAL			49	45	4	5								5

Job Title	EEO-4 Category	Wage Rate or Range	All Employees Total	All Employees Male	All Employees Female	Male B	Male H	Male A/PI	Male AI	Female B	Female H	Female A/PI	Female AI	Total
Asst. Inspector	02	5.96-6.18	1	1										
Inspector	01	D	1		1									
TOTAL			2	1	1									

WORKFORCE ANALYSIS BY EEO-4 JOB GROUPS

EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Executive Director	Redevelop.	A	1	1										
Chairperson of Board	Board/Works	A	1	1										
Controller	Controller	A	1	1										
Personnel Director	Personnel	A	1	1										
Mayor	Mayor	A	1	1										
TOTAL														

EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Attorney for City	Law	B	1	1										
Director Planning	CDP	B	1	1										
Director	Neigh. Care	B	1		1					1				1
Director	Data Pros.	B	1	1										
Director	Parks	B	1	1										
Director	CETA	B	1	1										
Superintendent	WPCT	B	1	1										
Superintendent	Water Filt.	B	1	1										
Airport Manager	Aviation	B	1	1										
TOTAL														

EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Business Manager	Park	C	1	1										
Asst. Superintendent	Park	C	2	2										
Asst. Director Transportation	Traf. Eng	C	1	1										
Supervisor	Payroll	C	1		1									
Manager Systems	Data Pros.	C	1		1									
Director Urban Grants	Controller	C	1	1										
Assistant Director	Personnel	C	1	1										
Coordinator Fort Wayne	CETA	C	1	1										
Assistant Chief	Police	C	1	1										
Project Eng.	WPCT	C	3	3										
Maintenance Foreman	Water Filt.	C	1	1										
Supervisor Construction	Water Maint	C	1	1										
Director	Purchasing	C	1	1										
Technical Services Admin.	Tech. Serv.	C	1	1										
Executive Director	Metro	C	1	1										
Associate Director	CETA	C	1	1										
Street Lighting Admin.	Street Light Engineering	C	1	1										
TOTAL														

EEO-4 GROUP 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Mngr. of Acct. & Finance	Gen. Acct.	C	1	1										
Board Member	Board/Works	C	2	1	1					1				1
Assistant Supervisor	Water Filt.	C	1	1										
Mngr. Field Control Treat.	WPCM	C	1	1										
Street Commissioner	Street Dept.	C	1	1		1								1
Chief	Police	C	1	1										
Chief	Fire	C	1	1										
Chief Water Engineering	Water Eng.	C	1	1										
Chief Engineer	Street Eng.	C	1	1										
Zoo Director	Zoo/Parks	C	1	1										
Superintendent	WPCM	C	1	1										
City WPC Engineer	WPCM	C	1	1										
Deputy Controller	Controller	C	1	1										
TOTAL														

EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTA
Coordinator/Private Sector	CETA	D	1		1									
Manager/Director	Humane	D	1		1									
County Coordinator	CETA	D	1	1										
Operating Manager	Data	D	1	1										
Project Engineer	Traf. Eng.	D	1	1										
Clerk to Board	Board/Works	D	1		1									
Project Engineer	WPCT	D	1	1										
Sign/Making Engineer	Traf. Eng.	D	1	1										
Inspector	Weight/Meas	D	1		1									
Asst. Street Commissioner	Street	D	1	1										
Supervisor - Stations	WPCT	D	1	1										
Parking Adm.	Parking Adm	D	1		1									
Supervisor Office Services	Office Serv	D	1	1										
Administrative Assistant	Water Maint	D	1	1										
Director	EMS	D	1	1										
District Chief	Fire	D	7	7										
Assistant Chief	Communicat.	D	1	1										
TOTAL														

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EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTA
Asst. Airport Manager	Aviation	D	2	2										
Chief Counselor	CETA	D	1		1					1				1
Training Supervisor	CETA	D	1	1										
Asst. Financial/Manager	Aviation	D	1	1										
Assistant Supervisor	WPCT	D	1	1										
Administrative Assistant	Mayor	D	3	1	2		1			1				2
Signal Superintendent	Traf. Eng.	D	1	1										
Deputy Director	Redevelop.	D	1	1										
Deputy Director	Neigh. Care	D	1	1										
Supervisor Service	Water Maint.	D	1	1										
Supervisor - Maintenance	WPCT	D	1	1										
Assistant Chief	Fire	D	6	6		1								1
Chief Communications	Communicat.	D	1	1										
Drafting Supervisor	Tech. Serv.	D	1	1										
Survey Supervisor	Tech. Serv.	D	1	1										
Deputy Chief	Police	D	3	3		1								1
Deputy Director	Metro	D	1		1					1				1
TOTAL														

EEO-4 GROUP: 01

WORKFORCE ANALYSIS AS OF: 2-11-8

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTA
Supervisor General Acct.	Gen. Acct.	D	1	1										
Asst. Airport Manager	Aviation	D	1	1										
TOTAL														

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EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Jr. Roads/Grounds Superv.	Aviation	E	2	2										
Executive Assistant	Mayor	E	1	1										
Assistant Superintendent	City Util.	E	1	1										
Administrative Assistant	PIO	E	1		1									
Citizen's Advocate	Citz. Adv.	E	1		1									
Supervisor	Cust. Rel.	E	1		1									
Administrative Assistant	Gen. Supt.	E	1		1									
Sr. Roads/Grounds Foreperson	Aviation	E	1	1										
Supervisor Airport Water Plant	Aviation	E	1	1										
MIS Supervisor	CETA	E	1	1		1								1
MIS Coordinator	CETA	E	1	1										
Payroll Supervisor	CETA	E	1	1										
Supervisor Sledge Disp.	WPCT	E	1	1										
Step Supervisor	CETA	E	1		1									
IMU Coordinator	CETA	E	1		1									
Asst. Citizens' Participat.	Public Affr	E	1		1									
County Coordinator	CETA	E	6	1	5									
TOTAL														

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EEO-4 GROUP: 01 WORKFORCE ANALYSIS AS OF: 2-11-80

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Personnel - EEO	CETA	E	1		1									
Public Sector Emply. Special.	CETA	E	1		1									
City Clerk	City Clerk	E	1	1										
Adm. Asst.	CD&P	E	1		1									
Chief Custodian	Aviation	F	1	1										
TOTAL			128	100	28	4	1	0	0	5	0	0	0	10

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Consultant	Gen. Supt.	4.57 - 4.78	1	1										
Assistant Director	Publ. Info	4.87 - 5.19	1	1										
Staff Attorney	Rev. Sharing	5.57 - 5.79	1	1										
Monitoring Specialist	CETA	5.63 - 5.94	2		2									
Compliance Adm.	NC-BG Adm.	5.63 - 5.96	1		1					1				1
PIO	Park Dept.	5.72 - 6.33	1		1									
Education Specialist	Park Dept.	5.72 - 7.27	1		1									
Asst. Planner	CDP	5.97 - 6.96	1	1										
Land Use Adm.	CDP	5.97 - 6.96	1	1										
Asso. City Attorney	Law	6.05 - 6.20	6	5	1									
Inst. & Training Specialist	CETA	6.16 - 6.49	2	2		1								1
Analytical Chemist	Water Filt.	6.17 - 7.66	2	1	1									
PIO	CETA	6.27 - 6.45	1	1										
Attorney	Police Civil	6.45 - 6.78	1	1										
Asst. Chemist	WPC Treat.	6.47 - 6.63	1		1									
Lt.Crash/Firefighter/Police	Aviation	6.48 - 7.27	2	2										
Capt.Crash/Firefght/Police	Aviation	6.48 - 7.61	2	2										
Employment Specialist	Personnel	6.53 - 7.06	1		1									
TOTAL														

EEO-4 GR[illegible]: 02 WORKFORCE ANALYSIS AS OF: 2-1[illegible]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Engineer	Water Eng.	6.73 - 7.45	1	1				1						1
Supervisor	Park Dept.	6.83 - 8.52	2	2										
Lieutenant	Fire	6.85 - 7.71	17	17		2								2
Associate Planner	EDA Grant	6.87 - 7.78	1		1									
LCD Administrator	EDA Grant	6.87 - 7.78	1	1		1								1
EEO Specialist	CETA	6.93 - 7.16	1	1		1								1
Compliance Officer	Metro	6.94 - 7.33	1		1									
Chief Investigator	Metro	6.94 - 7.33	1		1						1			1
Accountant	NC/BG Adm. Acct.	6.96 - 7.40	1	1										
Manager	NC/BG Adm. Acct.	6.96 - 7.40	1	1		1								1
Counseling Housing Mgr.	NC/ Adm. Acct.	6.96 - 7.78	1		1					1				1
Junior Engineer	WPC Eng.	7.01 - 8.35	5	5		1								1
EEO - AA Officer	Personnel	7.27 - 7.71	1		1					1				1
Associate Planner	CDP	7.35 - 7.78	2	2										
Staff Attorney	Metro	7.36 - 8.59	1	1										
Employment Specialist	Personnel	7.37 - 7.99	1		1									
Personnel Specialist	Personnel	7.37 - 7.99	1	1										
Junior Engineer	Water Eng.	7.50 - 8.20	1	1										
TOTAL														

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Eng. Cost Accountant	Tech. Serv.	7.54 - 8.46	1	1										
Lieutenant	Communicat.	7.56 - 8.11	3	3										
Captain	Fire	7.58 - 8.13	39	39		1								1
Platoon Captain	Fire	7.60 - 8.37	20	19	1	1				1				2
Captain	Communicat.	7.72 - 8.37	3	3										
Engineer	WPC Eng.	7.77 - 7.90	2	2										
Financial Acct.	Controller	7.84 - 7.89	2		2					1				1
Design Engineer	St.Lt. Eng.	8.00 - 8.79	1	1										
Federal Acct.	CETA	8.07 - 8.66	1	1										
Internal Auditor	CETA	8.07 - 8.66	1	1										
Lieutenant	Police	8.16 - 9.10	13	13										
Chemist	WPC Treat.	8.37 - 9.76	1	1										
Captain	Police	8.54 - 9.29	13	13		1								1
Senior Planner	EDA Grant	8.62 - 9.20	2	1	1									
Signal Foreman	Traff. Eng.	8.73 - 8.76	2	2										
Chemist	Police Civilian	8.75 - 9.76	1	1		1								1
Chemist	WPC Treat.	8.75 - 9.76	3	3										
Senior Planner	CDP	9.16 - 9.20	3	3										
Adm. Federal Funds	Controller	9.37 - 9.96	1	1										
TOTAL			180	161	19	11	0	1	0	5	1	0	0	18

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA[L]
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Encoder	Data Pros.	4.60 - 4.82	3		3									
Civilian Police Tech.	Police Civilian	4.97 - 5.98	1	1										
Dispatcher Radio Tech.	Communicat.	5.00 - 8.27	23	16	7	2				1				3
EMT	EMS	5.02 - 6.38	30	24	6	1	1							2
Shift Supervisor	EMS	5.25 - 6.95	3	2	1									
Drafts Person	Park	5.30 - 5.42	1	1										
Maint. Programmer	Data	5.30 - 5.43	2	1	1									
Floriculturist	Park	5.41 - 5.63	1		1									
Inspector B	Tech.Serv.	5.46 - 6.50	9	9										
Console Operator II	Data	5.57 - 6.81	1		1									
Data Technician	Traf. Eng.	5.72 - 6.64	2	2		1								1
Operating Chemist	Water Filt.	5.73 - 6.20	4	4										
Survey Tech. A	Tech.Serv.	5.77 - 7.97	1	1										
Project Tech.	Redevelop.	5.90 - 6.16	1		1									
Investigator	Water Eng.	5.95 - 7.00	2	1	1									
Tech/Inspector	WPCT	5.95 - 7.62	2	2										
Zoning Enforce	CDP	5.97 - 6.96	1	1										
TOTAL														

EEO-4 GR P: 03 WORKFORCE ANALYSIS AS OF: 2-[illegible]-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Drafting Tech. B.	Tech.Serv.	6.09-6.50	5	5		1	1							2
Drafting Tech. A	Tech.Serv.	6.21-8.18	6	6				1	1					2
Inspector A	Tech.Serv.	6.21-7.51	4	4		1								1
Dark Room Tech.	Pol.Civ.	6.29-6.66	1	1										
Special Project Coor.	Neighborhood	6.40-6.96	2	2		2								2
Eng.Tech.	Traf.Eng.	6.49-7.71	1	1										
Survey Party Chief B.	Tech.Serv.	6.69-8.47	2	2			1	1						2
Project Tech.	Water Eng.	6.85-7.54	3	3										
Chief Inspector	Tech.Serv.	7.54-8.47	3	3										
Sergenat	Police	7.74-8.79	57	57		1								1
Chief Tech.	Communic.	7.85-8.70	1	1										
Chief Dispatcher	Communic.	7.85-8.70	1		1									
Inspector A	Board/Works	8.12-9.00	1	1		1								1
Programmer	Data	8.17-9.64	2	2										
Assistant Supervisor	Water Eng.	8.25-9.18	1	1										
Survey Party Chief	Tech.Serv.	8.47-9.34	1	1										
TOTAL			178	155	23	10	3	2	1	1	0	0	0	17

EEO-4 GROUP 04 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTA[L]
Terminal Police	Aviation	4.77 - 6.95	3		3									
Parking Control Officer	ParkingAdm.	4.78 - 5.29	4	2	2					1				1
Park Service Officer	Park Dept.	5.42 - 6.72	4	4		1								1
Security Specialist	CETA	5.43 - 5.72	1	1										
Adult Guard	Adult Guard	5.67 daily	39	15	24	3								3
Safety Specialist	CETA	5.75 - 6.16	1		1						1			1
Fire Fighter	Fire	5.98 - 6.92	156	156		2								2
Patrol Officers	Police	6.93 - 8.38	210	202	8	16	7			2				25
Firefighter/Police Officer	Aviation	6.95 - 7.61	5	5										
TOTAL			423	385	38	22	7	0	0	3	1	0	0	33

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EEO-4 GROUP: 05 WORKFORCE ANALYSIS AS OF: 2-11-8

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	MALE	FEMALE	MALE B	H	A/PI	AI NA	FEMALE B	H	A/PI	AI NA	TC
Interns	CDP	3.25 - 3.68	2	2										
Golf Pro	Park Dept.	3.25 - 3.73	2	2										
Recreation Person	Park Dept.	3.25 - 5.50	33	22	11	6				4				10
Recreation Leader	Park - Rev. Shar.	3.80 - 4.44	2		2									
Assistants	Neigh. Care Rehab.	4.45 - 5.94	3	2	1	1				1				2
Asst. Citizen Advocate	Public Aff.	4.47 - 4.78	1		1									
Technician	Humane	4.71 - 5.42	1		1									
Adm. Asst. Public Affairs	Public Aff.	4.78 - 5.28	1		1									
Personnel Supervisor	City Clerk	4.87 - 5.47	1		1									
Job Search Specialist	CETA	4.92 - 5.42	7	3	4	2				1				3
Contract Mgt.	CETA	4.92 - 5.43	1		1									
Neighborhood Counselor	Neigh. Care Rehab.	5.02 - 5.27	2	1	1					1				1
Safety Investigator	Personnel	5.17 - 5.46	1	1										
Relocation Assistant	Neigh. Care BG code	5.27 - 5.72	1		1					1				1
Housing Counselor	Neigh. Care BG code	5.41 - 5.96	1		1					1				1
Research Assistant	EDA Grant	5.62 - 5.68	1		1	1								1
Counselor	CETA	5.72 - 6.16	1		1									
TOTAL														

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EEO-4 GROUP 05 WORKFORCE ANALYSIS AS OF: 2-11

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TO
Instructor (Adams County)	CETA	5.75 - 6.16	1	1										
Complaint Investigator	CETA	5.75 - 6.16	1		1					1				1
Career Development Special.	CETA	5.75 - 6.16	1		1									
Intake Counselor	CETA	5.75 - 6.16	5	2	3		1			1				2
Intake Programmer Specialist	CETA	5.75 - 6.16	13	4	9									
Counselor I	Neigh. Care BG	5.87 - 6.38	1		1					1				1
Intake - Investigator	Metro	5.96 - 6.27	1	1			1							1
Human Relation	Metro	5.98 - 6.42	1		1									
Housing Counselor	Neigh. Care Rehab.	6.02 - 6.33	1	1		1								1
Eng. Assistant	St. Eng.	6.16 - 7.90	11	10	1									
Planner I	CETA	6.37 - 6.58	1	1										
Financial Aid Asst.	CETA	6.37 - 6.58	1		1									
Asst. Federal Account.	CETA	6.37 - 6.64	1	1										
Tech. Asst. Expeditor	CETA	6.62 - 6.89	1	1										
Coordinator	Neigh. Care BG Acct.	6.97 - 7.40	1		1									
TOTAL			102	55	47	11	2	0	0	12	0	0	0	25

EEO-4 GROUP 06 WORKFORCE ANALYSIS AS OF: 2-11-

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TO
Student Laborer	Payroll	3.10 - 6.70	1		1									
Intern	Personnel	3.20 - 3.50	1		1									
Clerk - Typist A	Police	3.25 - 3.85	2		2									
Dispatcher	Park. Rev. Shar.	3.25 - 3.50	1	1										
Clerk - Typist	WPC Eng.	3.35 - 3.65	1		1									
General Utility Clerk	Off. Serv.	3.55 - 4.19	1		1					1				1
Mail Clerk	Off. Serv.	3.55 - 4.06	1		1					1				1
General Utility Clerk II	Off. Serv.	3.55 - 4.72	2	2										
Junior Clerk	WaterMaint.	3.55 - 4.50	1		1									
Student Laborer	WaterMaint.	3.55 - 4.50	1		1									
Secretary B	Street Eng.	3.60 - 4.43	1		1									
Receptionist	CETA	3.62 - 3.85	1		1									
Clerk - Typist A	CETA	3.62 - 3.85	3		3					2				2
Office Services Clerk	CETA	3.62 - 3.85	1		1									
Accounting Clerk	Gen. Acct.	3.68 - 4.72	3		3					1				1
Clerk B	Park Rev. Shar.	3.70 - 4.18	1		1									
Information Pro. Operator	Tech. Serv.	3.71 - 5.71	1	1										
TOTAL														

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Secretary A	Tech. Serv.	3.71 - 5.71	1		1									
Tech. Aide	St.Lt. Eng.	3.75 - 4.47	1		1									
Clerk Dispatcher	Humane	3.85 - 5.15	2		2					1				1
Clerk/Typist A	City Clerk	3.85 - 5.00	2		2					1				1
Clerk/Typist A	Street Dept.	3.87 - 4.29	1		1									
Secretary	Metro	3.90 - 4.43	2		2					1				1
Secretary C	Fire	3.90 - 4.12	1		1									
Cashier	Cust. Rel.	3.93 - 4.57	3		3									
Interns	CETA	3.94 - 4.20	2	1	1	1								1
Executive Secretary B	Communicat.	3.96 - 4.43	1		1									
Executive Secretary	Police Civilian	3.96 - 4.12	1		1									
Clerk/Typist/Comptr. Imput	Police/ Civilian	3.96 - 4.12	10	1	9					1	1			2
CRT Operator	Police/ Civilian	3.96 - 4.12	1		1					1				1
Secretary C	City Clerk	4.12 - 4.96	2		2									
Secretary C	CETA	4.12 - 5.07	10		10					1	1			2
Fiscal Records Clerk	CETA	4.12 - 4.44	2		2					1	1			2
Data Control Clerk I	Cust. Rel.	4.15 - 4.72	1		1									
Secretary A	C. U.Garage	4.15 - 4.73	2		2					2				2
TOTAL														

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTA
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Secretary A	Personnel	4.17 - 5.57	1		1					1				1
Secretary - Receptionist	Personnel	4.17 - 4.57	1		1									
Secretary B	Police/ Civilian	4.25 - 4.43	8		8					1				1
Secretary B	WPC Eng.	4.25 - 4.47	1		1									
Clerk - Typist	Water Filt.	4.27 - 4.49	1		1									
Executive Secretary	Controller	4.27 - 4.44	1		1									
Executive Secretary	Police/ Civilian	4.30 - 4.77	1		1									
Clerk - Steno.	Water Filt.	4.37 - 4.72	1		1									
Secretary A	Neigh.Care BG Planning	4.37 - 4.69	1		1									
Secretary B	Fire	4.37 - 5.66	2		2									
Secretary A	WPC Eng.	4.37 - 4.73	1		1									
Customer Relations Clerk	Cust. Rel.	4.38 - 4.57	7		7					1				1
Clerk Typist A	Police/ Civilian	4.40 - 4.94	1		1									
Secretary	Traf. Eng.	4.44 - 5.15	3		3									
Secretary/Bookkeeper	Park Dept.	4.44 - 5.36	10		10					1	1			2
Secretary	CDP	4.44 - 5.79	3		3									
Secretary	Board/Works	4.44 - 4.87	2		2									
Secretary B	CETA	4.44 - 5.66	2		2					1				1
TOTAL														

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOT
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
MIS Clerk	CETA	4.44 - 5.06	4		4					2				2
Bookkeeper	Tech. Serv.	4.47 - 5.18	1		1									
Secretary A	City Clerk	4.48 - 5.00	1		1									
Secretary	St.Lt. Eng.	4.50 - 5.40	1		1									
Assistant	Neigh. Care BG	4.50 - 4.70	1		1					1				1
Inst. Training Aide	CETA	4.50 - 4.70	1	1										
Secretary III	Gen. Supt.	4.57 - 4.72	1		1									
Records/Benefit Specialist	Personnel	4.57 - 4.92	1		1									
Clerk/Meter Reader	Meter Read.	4.57 - 5.12	1		1					1				1
Mail Clerk In/Out	Off. Serv.	4.60 - 4.19	1		1									
Secretary	Purchasing	4.70 - 6.49	1		1									
Secretary	Aviation	4.70 - 5.03	2		2									
Payroll Clerk	CETA	4.70 - 4.95	3	1	2			1						1
Secretary A	CETA	4.70 - 5.03	6		6					3				3
Acct. Service Asst.	CETA	4.70 - 5.03	1		1									
Office Adm.	Police/ Civilian	4.70 - 5.05	1	1										
Data Control Clerk II	Cust. Rel.	4.72 - 4.77	4		4									
TOTAL														

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Clerk Typist	WPCM	4.75 - 5.23	1		1									
Teller	City Clerk	4.76 - 5.15	1		1					1				1
Acct. Clerk	Board/Works	4.77 - 4.87	1		1									
Credit/Collect. Clerk II	Cust. Rel.	4.77 - 4.93	1		1									
Dispatcher	Street Dept	4.86 - 5.24	3	3										
Secretary	Civil Def.	4.87 - 5.17	1	1										
Secretary C	Park. Adm.	4.90 - 5.34	1		1									
Steno.	WPC Eng.	4.90 - 5.39	1		1									
Payroll Cost Acct.	CETA	4.92 - 5.42	1		1									
Utility Clerk	Cust. Rel.	4.93 - 5.47	2	1	1					1				1
Legal Documents Clerk	Gen. Supt.	4.93 - 5.19	1		1									
Senior Clerk	Water Maint	4.95 - 5.25	2		2									
Secretary A	Street Eng.	4.98 - 5.21	1		1									
Data Entry Clerk	Data Pros.	5.02 - 5.30	1		1									
Secretary C	Tech. Serv.	5.18 - 5.71	1		1									
Receptionist	Mayors Staff	5.19 - 5.50	1		1					1				1
Executive Secretary A	Redevel.	5.27 - 5.89	1		1									
Executive Secretary	Mayors Staff	5.27 - 5.89	1		1									
TOTAL														

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTA
Project Specialist	CETA	5.37 - 5.66	1		1					1				1
Accountant Bank Rec.	Controller	5.37 - 5.66	1	1										
Chief Deputy City Clerk	City Clerk	5.37 - 5.66	1		1									
Secretary B	Tech. Serv.	5.40 - 5.71	1		1									
Chief Cust. Relation Clerk	Cust. Rel.	5.40 - 5.73	1	1										
Assistant General Account	Neigh.Care	5.41 - 5.96	2		2									
Executive Secretary	Controller	5.56 - 5.96	1		1									
Office Manager Account	Street Dept.	5.67 - 6.10	1		1									
Payroll Acct. Encoder	CETA	5.72 - 6.03	1		1									
Accounting Clerk	Controller	5.86 - 6.18	1		1									
Minute Recording Clerk	Board/Works	5.88 - 6.00	1		1									
Bookkeeper	Neigh.Care	5.89 - 6.03	1		1									
Financial Officer	Neigh.Care	5.89 -6.02	1		1									
Asst. Inspector	Water Maint.	5.96 - 6.18	1	1										
Secretary A	Gen. Supt.	5.96 - 6.29	1		1									
Barret Law Clerk	Controller	5.97 - 6.38	1		1									
Executive Secretary A	Controller	6.01 - 6.48	1		1									
TOTAL														

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TO
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Dispatcher	WaterMaint.	6.01 - 6.55	1	1										
Dispatcher	Water Maint.	6.01 - 6.55	1	1										
Bookkeeper/Machine Operator	Controller	6.11 - 6.25	1		1									
Officer Manager	WPCT	6.12 - 6.69	1		1									
Administrative Aide	CETA	6.37 - 6.58	1		1									
Buyers	Purchasing	6.49 - 6.67	2		2									
Storekeeper	Water Maint.	6.70 - 7.37	1	1										
Payroll Acct./Encoder	Payroll	6.70 - 7.54	2		2									
Assistant Director	Purchasing	6.79 - 7.25	1		1									
Financial/Relocat. Special.	Redevelop.	6.87 - 7.39	1		1									
Asst. Supervisor	Payroll	6.87 - 7.54	1		1									
General Acct.	Gen. Acct.	7.11 - 7.63	3	3										
TOTAL			202	23	179	1	0	1	0	30	4	0	0	36

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EEO-4 GROUP: 07 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTAL
Cedar Dam Tender	Water Filt.	3.97 - 4.35	1	1										
Machine Operator I	Off. Serv.	4.49 - 5.00	1	1			1							1
Field Crew Asst.	WPC Eng.	4.67 - 5.07	1	1										
Body Repair Person	C.U.Garage	4.98 - 5.45	1	1										
Painter 1st Class	Traff. Eng.	5.02 - 6.24	7	7		2								2
Storm Water Station Opr.	WPC T	5.25 - 5.76	1	1										
Grit/Digester Operator	WPC T	5.25 - 5.76	1	1										
Aeration Operator	WPC T	5.25 - 5.76	4	4										
Waste Water Sept. Insp.	WPC T	5.35 - 5.86	2	2										
Carpenter	Park Dept.	5.41 - 6.50	5	5										
Mechanic C	Water Filt.	5.45 - 5.76	3	3		1								1
Senior Meter Reader	Meter Read.	5.45 - 5.98	1	1										
Chemical Feed Operator	Water Filt.	5.45 - 5.76	4	4										
Hurshtown-Cederville Opr.	Water Filt.	5.45 - 5.76	1	1										
Boiler Room Operator	Water Filt.	5.45 - 5.76	4	4										
Equipment Operator	WPC T	5.50 - 5.96	1	1										
Repair Person B	WPC T	5.50 - 5.96	4	4		3								3
TOTAL														

EEO-4 GROUP 07 WORKFORCE ANALYSIS AS OF: [redacted]-11[redacted]

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Valve Truck Operator	Water Maint.	5.51 - 6.61	2	2										
Combo. Repair/Truck Driver	WPC M	5.54 - 6.10	1	1		1								1
Sewer Repairer	WPC M	5.54 - 6.10	1	1		1								1
Operator A	St. Dept.	5.57 - 5.79	1	1		1								1
Chemical Unload Operator	Water Filt.	5.57 - 5.86	1	1										
St. Joe Dam Operator	Water Filt.	5.57 - 5.86	4	4										
High Service Pump Operator	Water Filt.	5.57 - 5.86	8	8										
Senior Meter Repair	Water Maint.	5.61 - 6.17	2	2										
Mechanic B.	Water Filt.	5.62 - 5.96	4	4										
Mechanic	St. Dept.	5.63 - 6.08	4	4			1							1
Crew Leader	St. Dept.	5.65 - 5.79	5	5		4								4
Sr. Combo. Repair/Truck Driver	WPC M	5.65 - 6.15	3	3		1								1
Control Operator	WPC T	5.65 - 6.20	4	4										
Electrician	Water Filt.	5.73 - 6.20	1	1										
Service Person	Water Maint.	5.79 - 5.97	8	8		1								1
Equipment Operator A	WPC T	5.86 - 6.33	2	2		1								1
Repair person A	WPC T	5.90 - 6.45	2	2										
TOTAL														

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EEO-4 GROUP: 07 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTAL
Vacator Operator	WPC M	5.91 - 6.50	2	2										
Mechanic A	Water Filt.	5.93 - 6.45	4	4										
Plant Electrician	WPC T	5.95 - 6.58	1	1										
Maint. Electrician	St. Light.	5.98 - 6.21	1	1										
Mechanic	Police Civilian	5.99 - 6.25	4	4										
Sr. Airport Mechanic	Aviation	6.00 - 6.96	1	1										
Meter Chng. Maint. Plumber	Water Maint	6.01 - 6.55	1	1		1								1
Large Meter Repair/Maint.	Water Maint	6.01 - 6.55	2	2										
Back Hoe Operator	Water Maint	6.06 - 6.65	6	6			1							1
Field Crew Leader	WPC Eng.	6.08 - 6.30	2	2										
Foreman Supervisor	St. Dept.	6.09 - 6.48	11	11		2								2
Asphalt/Slurry Operator	St. Dept.	6.09 - 6.73	1	1										
Hydraulic Sewer Operator	WPC M	6.10 - 6.71	1	1										
Utility Person	WPC M	6.10 - 6.71	1	1										
Crew Leader	WPC M	6.10 - 6.71	3	3										
Back Hoe Operator	WPC M	6.10 - 6.71	1	1										
Sr. Equipment Operator	Aviation	6.10 - 6.95	1	1										
TOTAL														

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EEO-4 GROUP 07 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOTAL
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Equipment Operator	Park Dept.	6.25 - 6.50	15	15										
Electrician A	Water Filt.	6.27 - 6.75	1	1										
Painter	Park Dept.	6.30 - 6.50	6	6										
Plumber	Park Dept.	6.30 - 6.50	3	3										
Mechanic	Park Dept.	6.30 - 6.50	5	5										
Welder	Park Dept.	6.30 - 6.50	1	1										
Repro/Machine Operator	Tech. Serv.	6.35 - 6.50	1	1										
Rehab. Technician	Neigh.Care	6.38 - 6.89	2	2		1								1
Electrician	Park Dept.	6.45 - 6.50	2	2										
Asst. Supervisor	WPC T	6.47 - 7.15	1	1										
General Foreperson	WPC M	6.49 - 7.14	1	1		1								1
Plumber Crew Leader	Water Maint	6.56 - 6.70	6	6		2								2
Rehab. Technician	Neigh.Care	6.58 - 6.89	5	5		2								2
Maintenance Crew Leader	Water Maint	6.70 - 7.37	1	1		1								1
Meter Shop	Water Maint	6.70 - 7.37	1	1										
Senior Mechanic	C.U.Garage	7.15 - 8.54	3	3										
Field Supervisor	WPC Eng.	7.37 - 7.87	1	1										
TOTAL														

EEO-4 GROUP 07 WORKFORCE ANALYSIS AS OF: 2-11-80

JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MALE	ALL EMPLOYEES FEMALE	MALE B	MALE H	MALE A/PI	MALE AI NA	FEMALE B	FEMALE H	FEMALE A/PI	FEMALE AI NA	TOTAL
Signal Apprentice A	Traf. Eng.	7.71 - 8.03	4	4										
Signal Electrician	Traf. Eng.	8.04 - 8.73	8	8										
Chief Meter Reader	Meter Read	8.93 - 9.26	1	1										
TOTAL			206	206	0	26	3	0	0	0	0	0	0	29

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOT
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Attendant	ParkingAdm.	3.00 - 3.61	2	2										
Custodian/Zoo Atten.	Park Dept.	3.10 - 6.04	30	16	14	2								2
Utility Room	ParkingAdm.	3.20 - 3.85	2	2		1								1
Wash/Gas	C.U.Garage	3.25 - 3.88	4	4		1								1
General Maintenance	CETA	3.62 - 3.85	1	1		1								1
Kennel Worker	Humane	3.85 - 5.15	3	2	1									
Custodian	Aviation	3.85 - 5.15	6	5	1									
Mechanics Helper	C.U.Garage	4.00 - 4.47	2	2		2								2
Jr. Eng. Operator	Aviation	4.12 - 4.69	4	4										
Custodian	WPCT	4.27 - 4.70	1	1										
Park Helper/Gardener	Park Dept.	4.44 - 6.30	23	21	2				1					1
Bldg. Service Person	Water Filt.	4.50 - 5.00	2	2		1								1
Ball Diamond	Park Dept.	4.50 - 6.04	4	4										
Bldg. Service Person	WPCT	4.60 - 4.99	5	5		1								1
Laborer	WPCT	4.60 - 5.01	1	1										
Storeroom Repair Person	StreetLight	4.60 - 5.50	1	1										
Utility Person	Humane	4.63 - 5.33	1		1									
TOTAL														

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TO
			TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	
Jr. Equipment Operator	Aviation	4.69 - 6.10	1	1										
Ground Maint. Operator	Park	4.70 - 6.04	27	27		3	1							4
Material Cntrl/StorermKeeper	St.Light	4.78 - 5.76	1	1										
Equipment Operator	Aviation	4.78 - 6.95	1	1			1							1
Water Maint. Comm. Operator	Water Maint.	4.83 - 5.21	5	5		1								1
Labor	StreetDept.	4.86 - 5.50	18	18		3	1							4
Trouble Shooter	StreetDept.	4.86 - 5.47	4	4		1								1
Truck Dirver	StreetDept.	4.86 - 5.47	11	11		5								5
Bldg. Service Foreperson	Water Filt.	4.92 - 5.54	1	1										
Utility Person	Water Filt.	4.92 - 5.54	4	4		1	1							2
Utility Laborer A	Water Filt.	4.92 - 5.54	1	1										
Working Foreperson	Park Adm.	4.95 - 5.41	1	1										
Laborer I	WaterMaint.	4.95 - 5.21	5	5		1								1
General Const.	Park Dept.	5.02 - 6.30	5	5			1							1
Office Mngr.	Park Dept.	5.02 - 5.36	1		1					1				1
Sr. Laborer	Aviation	5.03 - 5.41	1	1										
Operator B	StreetDept.	5.03 - 5.57	9	9			2							2
TOTAL														

[redacted]-4 [redacted] [redacted]ORK[redacted]CE [redacted]ALY[redacted] A[redacted]F: [redacted] 2[redacted]-80 [redacted]

JOB TITLE	EEO-4	WAGE RATE	ALL EMPLOYEES			MALE				FEMALE				
	CATEGORY	OR RANGE	TOTAL	MALE	FEMALE	B	H	A/ PI	AI NA	B	H	A/ PI	AI NA	TO
Meter Reader	MeterReader	5.12 - 5.97	14	14										
Mechanic 3	WPCT	5.25 - 5.75	1	1										
Sewer Repair	WPCT	5.27 - 5.45	9	9		2								2
Laborer II	WaterMaint.	5.33 - 5.86	10	10		3	1							4
Humane Officer	Humane	5.42 - 6.45	6	5	1	1								1
Painter B	Water Filt.	5.45 - 5.76	1	1										
Plant Clerk	Water Filt.	5.45 - 5.76	1	1										
Tandem Driver	WaterMaint.	5.56 - 5.72	5	5										
Night Investigator	WPCT	5.57 - 6.10	2	2										
T.V. Truck Asst.	WPCT	5.64 - 6.20	2	2										
Custodian	WPCT	5.70 - 6.17	1	1										
Special MTR Reader	Cust. Rel.	5.73 - 6.92	1	1										
Working Leader	Park Dept.	5.83 - 6.70	8	8										
Service Maint. Person	WPCT	5.85 - 6.33	1	1										
Sewer Jet Flusher	WPCM	5.86 - 6.45	2	2										
Utility Person	WaterMaint.	5.87 - 6.45	4	4		1	1							2
Hydrant Maint. Person	WaterMaint.	5.87 - 6.45	2	2		1								1
TOTAL														

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JOB TITLE	EEO-4 CATEGORY	WAGE RATE OR RANGE	ALL EMPLOYEES			MALE				FEMALE				TOT
			TOTAL	MALE	FEMALE	B	H	A/PI	AI NA	B	H	A/PI	AI NA	
Greens Keeper	Park Dept.	6.04 - 7.89	4	4										
Chip/Seal Consul	St. Dept.	6.09 - 6.97	1	1										
T.V. Truck Srv.	WPCT	6.10 - 6.71	1	1										
Asst. Storekeeper	WaterMaint.	6.13 - 6.74	1	1										
Complaint Person	WaterMaint.	6.13 - 6.74	2	2										
Special Investigator	WPCM	6.25 - 6.88	3	3										
StoreKeeper	C.U.Garage	6.49 - 7.00	1	1										
TOTAL			271	250	21	32	9	0	1	1	0	0	0	43

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AVAILABILITY COMPUTATION

EEO Category 01	DESCRIPTIONS : Mayor, Controller, Department heads, Chiefs, Directors, Deputy Directors, Administrative Assistants, and kindred workers.
Job Group Officials and Administrators	

FACTOR	FEMALES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	*Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	52%	.10	5.2%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	.6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.20	8.2%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16%	.30	4.8%	" " " AND Managers and Administrators
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16%	.30	4.8%	" " " " Managers and Administrators

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 23.6 %

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 02	DESCRIPTIONS : Personnel and labor relations workers, attorneys, systems analysts, accountants, engineers, rehabilitation counselors, police and fire captains and lieutenants, and kindred workers.
Job Group Professionals	

FACTOR	FEMALES *Avail. %	FEMALES Value Weight	FEMALES Weighted Factor	SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
1. Percentage of Population in the specified labor or recruitment area	52%	.10	5.2%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.20	8.2%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	18%	.30	5.4%	" " " AND Professional, Technical and Related
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	18%	.30	5.4%	" " " " Professional, Technical and Related

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 24.8%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]

AVAILABILITY COMPUTATION

EEO Category 03	DESCRIPTIONS : Computer programmers and operatros, draftspersons, surveyors, radio operators, technical illustrators, technicians, inspectors, polic and fire sargeants, and kindred workers.
Job Group Technicians	

FACTOR	FEMALES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	*Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	52%	.10	5.2%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.20	8.2%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	24%	.30	7.2%	" " " AND Professional, Technical and Related
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	24%	.30	7.2%	" " " " Professional, Technical and Related

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 28.4%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 04	DESCRIPTIONS : Police officers, fire fighters and kindred workers
Job Group Protective Service Workers	

FACTOR	FEMALES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	*Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	52%	.25	13%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.25	1.5%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.25	10.25%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4%	.125	.5%	" " " AND Protective Service Workers
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4%	.125	.5%	" " " " Protective Service Workers

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 25.75%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of [illegible]0%.

AVAILABILITY COMPUTATION

EEO Category 05	DESCRIPTIONS : Research assistants, policy auxiliary, recreation assistants, and kindred workers.
Job Group Paraprofessionals	

FACTOR	FEMALES *Avail. %	Value Weight	Weighted Factor	SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
1. Percentage of Population in the specified labor or recruitment area	52%	.35	18.2%	Indiana Employment Security Di'ision Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.05	.3%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.35	15.35%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	24%	.125	3.0%	" " " AND Other professional workers
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	24%	.125	3.0%	" " " " Other professional workers

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 38.85%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]stati[redacted]cs [redacted] by[redacted] fa[redacted] o[redacted]0%. [redacted]

AVAILABILITY COMPUTATION

EEO Category 06	DESCRIPTIONS : Bookkeepers, essengers, office machine operators, clerk-typists, stenographers, statistical clerks, payroll clerks and kindred workers.
Job Group Office and Clerical	

FACTOR	FEMALES *Avail. %	FEMALES Value Weight	FEMALES Weighted Factor	SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
1. Percentage of Population in the specified labor or recruitment area	52%	.15	7.8%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.15	.9%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.20	8.2%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	76%	.25	19%	" " " AND Clerical Workers
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	76%	.25	19%	" " " " Clerical Workers

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 54.9%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]ati[redacted]cs [redacted] by[redacted]fa[redacted] o[redacted]0%.[redacted]

AVAILABILITY COMPUTATION

EEO Category 07	DESCRIPTIONS : Mechanics, repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors, typesetters, and kindred workers.
Job Group Craft and Skilled Workers	

FACTOR	FEMALES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	*Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	52%	.20	10.4%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.20	1.2%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.20	8.2%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	21%	.20	4.2%	" " " AND Craftsmen and Operatives
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	21%	.20	4.2%	" " " " Craftsmen and Operatives

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 28.2%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]ti[redacted]cs [redacted] by[redacted]fac[redacted] o[redacted]0%. [redacted]

911

AVAILABILITY COMPUTATION

EEO Category .08	DESCRIPTIONS : Truck drivers, garage laborers, custodial employees, gardeners, grounds keepers, refuse collectors, construction laborers.
Job Group Service-Maintenance Workers	

FACTOR	FEMALES *Avail. %	FEMALES Value Weight	FEMALES Weighted Factor	SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
1. Percentage of Population in the specified labor or recruitment area	52%	.25	13%	Indiana Employment Security Division Affirmative Action Information City of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.25	1.5%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	41%	.25	10.25%	" " "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	31%	.125	3.9%	" " " AND Laborers, Transport Operatives, Cleaning and Service Workers
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	31%	.125	3.9%	" " " " Laborers, Tranports Operatives, Cleaning and Service Workers

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 32.55%

NARRATIVE:* Raw availability for points 1 through 5 arrived at by combining City of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]ti[redacted]cs [redacted]gh[redacted] by[redacted]fa[redacted] o[redacted]0%. [redacted]

AVAILABILITY COMPUTATION

EEO Category 01	DESCRIPTIONS: MAYOR, CONTROLLER, ADMINISTRATIVE ASSISTANTS, DIRECTORS, DEPUTY DIRECTORS, DEPARTMENT HEADS, CHIEFS, AND KINDRED WORKERS.
Job Group OFFICIALS AND ADMINISTRATORS	

FACTOR	MINORITIES * Avail. %	MINORITIES Value Weight	MINORITIES Weighted Factor	SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
1. Percentage of Population in the specified labor or recruitment area	13%	.40	5.2%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.40	4.4%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	3%	.05	.15%	" " " AND Managers and Administrators
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	3%	.05	.15%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 10.5%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]

AVAILABILITY COMPUTATION

EEO Category 02	DESCRIPTIONS: PERSONNEL AND LABOR RELATIONS WORKERS , ATTORNYS , SYSTEMS ANALYST , ACCOUNTANTS , ENGINEERS , REHAB. COUNSELORS , POLICE AND FIRE CAPTAINS AND LIEUTENANTS , AND KINDRED WORKERS.
Job Group PROFESSIONALS	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.40	5.2%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.40	4.4%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4%	.05	.2%	" " " AND PROFESSIONAL , TECHNICAL AND RELATED.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4%	.05	.2%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 10.6%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]

AVAILABILITY COMPUTATION

EEO Category 03	DESCRIPTIONS: COMPUTOR PROGRAMMERS AND OPERATORS , DRAFTERS , SURVEYORS, RADIO OPERATORS , TECHNICAL ILLUSTRATORS ,TECHNICIANS , INSPECTORS , POLICE AND FIRE SERGEANTS AND KINDRED WORKERS
Job Group TECHNICIANS	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.10	1.3%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.20	2.2%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5%	.30	1.5%	" " " AND PROFESSIONAL , TECHNICAL AND RELATED
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5%	.30	1.5%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 7.1%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area [redacted]

AVAILABILITY COMPUTATION

EEO Category 04	DESCRIPTIONS: POLICE OFFICERS , FIREFIGHTERS , AND KINDRED WORKERS
Job Group PROTECTIVE SERVICE WORKERS	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.40	5.2%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.40	4.4%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	4%	.05	.2%	" " " AND PROTECTIVE SERVICE WORKERS
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	4%	.05	.2%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 10.6%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 05	DESCRIPTIONS: RESEARCH ASSISTANTS , POLICY AUXILARY , RECREATION ASSIT., AND KINDRED WORKERS.
Job Group PARA-PROFESSIONALS	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.40	5.2%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	.6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.40	4.4%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5%	.05	.25%	" " " AND OTHER PROFESSIONAL WORKERS.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5%	.05	.25%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 10.7 %

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 06	DESCRIPTIONS: BOOKKEEPERS, MESSENGERS, OFFICE MACHINE OPERATORS, CLERK-TYPIST, STENOGRAPHERS, STATISTICAL CLERKS, DISPATCHERS, PAYROLL CLERKS AND KINDRED WORKERS.
Job Group OFFICE AND CLERICAL	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.15	1.95%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.15	.9%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.20	2.2%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	5%	.25	1.25%	" " " AND CLERICAL WORKERS
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	5%	.25	1.25%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 7.55%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 07	DESCRIPTIONS: MECHANICS, REPAIRERS, ELECTRICIANS, HEAVY EQUIPMENT OPERATORS, STATIONARY ENGINEERS, SKILLED MACHINING OCCUPATIONS, CARPENTERS, COMPOSITORS, TYPESETTERS, AND KINDRED WORKERS.
Job Group SKILLED CRAFT WORKERS	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.133	1.73%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	6%	.133	.8%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.133	1.5%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	14%	.30	4.2%	" " " AND CRAFTSMEN, OPERATIVES etc.
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	14%	.30	4.2%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 12.43%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

AVAILABILITY COMPUTATION

EEO Category 08	DESCRIPTIONS: TRUCK DRIVERS , GARAGE LABORERS , CUSTODIAL EMPLOYEES , GARDENERS; GROUNDKEEPERS, REFUSE COLLECTORS, CONSTRUCTION LABORERS , AND KINDRED WORKERS.
Job Group SERVICE-MAINTENANCE	

FACTOR	MINORITIES			SOURCE / REASON FOR STATISTIC AND WEIGHTING FACTOR
	* Avail. %	Value Weight	Weighted Factor	
1. Percentage of Population in the specified labor or recruitment area	13%	.20	2.6%	Indiana Employment Security Division Affirmative Action Information City Of Fort Wayne - Ft. Wayne SMSA
2. Percentage of unemployment in the specified labor or recruitment area	.6%	.10	.6%	SAME AS ABOVE
3. Percentage of minorities or females in total work force in the specific labor area	11%	.20	2.2%	" "
4. Percentage of availability of minorities or females with the requisite skills in the specified labor area	16%	.25	4.0%	" " " AND LABORERS , TRANSPORT OPERATIVES , CLEANERS AND SERVICE WORKERS
5. The availability of minorities or females having requisite skills in an area in which the contractor can reasonably recruit	16%	.25	4.0%	" " " "

TOTAL JOB GROUP AVAILABILITY CONSIDERING ABOVE FACTORS : 13.4%

NARRATIVE * Raw availability for points 1 through 5 arrived at by combining City Of Fort Wayne statistics weighted by a factor of 90% with City of Fort Wayne Standard Metropolitan Statistical Area statistics weighted by a factor of 10%.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 01 - Officials and Administration

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	Yes	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	10.5%	23.6%

PROJECTED OPENINGS THROUGH: 1-31-81 5

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	2	1

NARRATIVE EXPLANATION OF GOALS:

The goal of equal representation of minorities and women, with reference to this job group is within reach of this administration.Analysis of all available information indicates the City is only slightly below the indicated goal. Therefore, we will continue our current aggressive hiring process to fill the projected vacancies with two more minorities and one female.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 02 - Professionals

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	Yes	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	10.6%	24.8%

PROJECTED OPENINGS THROUGH: 1-31-81 17

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	2	10

NARRATIVE EXPLANATION OF GOALS:

Analysis of all available information for this job group indicates that the City is only slightly below potential in the area of minorities and female representation. This Administration has actively recruited minorities and women in this area and will aggresively stirve to continue our efforts.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 03 - Technicians

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	No	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	N/A	28.4%

PROJECTED OPENINGS THROUGH: 1-31-81 16

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	2	6

NARRATIVE EXPLANATION OF GOALS:

Availability computation of this job group indicates a significantly positive distribution of minorities. However, to maintain the current levels of distribution, the city established a goal of two minority hires which will become available through customary attrition. Females are shown to be underutilized in this area and a good faith goal to recruit and promote women has been established. It must be recognized that females in technical categories are difficult to identify. However, the City of Fort Wayne will make every effort to seek out, employ and promote female technicians to meet our established goal.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 04 - Protective Service Workers

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	Yes	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	10.6%	25.75%

PROJECTED OPENINGS THROUGH: 1-31-81 20

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	5	8

NARRATIVE EXPLANATION OF GOALS:

Analysis of all available information of this job group indicates that the City is slightly below potential with regard to minority and female representation. Vacancies for this category are projected to be twenty, therefore, in good faith we have established a goal of five minorities and eight female additions to the group.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 05 - Paraprofessionals

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	No.	No
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	N/A	N/A

PROJECTED OPENINGS THROUGH: 1-31-81 26

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	3	12

NARRATIVE EXPLANATION OF GOALS:

Although the analysis of this job group indicates there is no underutilization in the areas of minority and female representation, the City has established a goal in both categories in order to maintain the current distribution. Projected vacancies are twenty-six in this category which will become available through attrition. Focus will be directed to this group as a pool for potential promotions to job groups 01,02, and 03 as appropriate.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 06 - Office and Clerical

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	No	No
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	N/A	N/A
PROJECTED OPENINGS THROUGH: 1-31-81	15	
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	2	9

NARRATIVE EXPLANATION OF GOALS:

Analysis of all available information indicates that the City is not below potential in the minority and female representation of this job group. The City however, has established goals based on projected vacancies that will enable the current distribution to be maintained.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 07 - Skilled craft workers

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	No	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	N/A	28.2%

PROJECTED OPENINGS THROUGH: 1-31-81 10

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	2	5

NARRATIVE EXPLANATION OF GOALS:

Analysis of all available information for this job group indicates that the City is not below potential with regard to minority representation, but is underutilized in the area of female representation. In order to maintain the current distribution an annual goal of two has been established for minorities. A significant majority of these positions are covered by union agreements which compel the City to recognize seniority as a key factor in the promotional process. When union bidding procedures have been exhausted and the City is therefore able to conduct "outside" recruitment, every effort will be made to seek out women for the non-traditional jobs which make up the majority of this job group.

ESTABLISHMENT OF GOALS AND TIMETABLES

JOB GROUP: 08 - Service/Maintenance

	MINORITY	FEMALE
UNDER-UTILIZED YES/NO	No	Yes
ULTIMATE GOAL - MINORITY BY: 1985 FEMALE BY: 1985 (Must be equal to job group availability rate)	N/A	32.55%

PROJECTED OPENINGS THROUGH: 1-31-81 — 14

	MINORITY	FEMALE
DESIRED NUMERICAL NET CHANGE BY END OF PLAN YEAR: 1-31-81	3	7

NARRATIVE EXPLANATION OF GOALS:

Analysis of all available information for this job group indicates the City is not below potential with regard to minority representation but is somewhat underutilized with regards to females. In order to maintain the current distribution, an annual goal of three has been established for minorities and a target of seven females has been established for the nine month goal. A significant majority of these positions are covered by union agreements which compel the City to recognize seniority as a key factor in the promotional process. When union bidding procedures have been exhausted and the City is therefore able to conduct "outside" recruitment, every effort will be made to seek out women for the non-traditional jobs which make up the majority of this job group.

IDENTIFICATION OF PROBLEM AREAS

AREA Affirmative Action Program

POTENTIAL PROBLEMS	AFFECTED GROUP	
Lack of sufficient personnel to write a strong Affirmative Action Plan with realistic and attainable goals and timetables.	All employees of the City of Fort Wayne.	
ACTION ORIENTED GOAL	**TARGET DATE**	**PERSON RESPONSIBLE**
The appointment of an in-house Affirmative Action Task Force to develop such a plan. This task force should include City and Board of Safety EEO/AA Personnel, CETA personnel with a background in EEO, Mayor's Assistant for Minority Affairs, the Mayor's Administrative Assistant and Assistance from Metropolitan Human Relations Commission	Ongoing	Mayor

IDENTIFICATION OF PROBLEM AREAS

AREA EEO/AA Program Implementation

POTENTIAL PROBLEMS	AFFECTED GROUP
1. Lack of effective EEO/AA program implementation 2. Full communication of the City of Fort Wayne's spirit of AA to all department heads	EEO/AA Staff, All City employees, all City Department Heads

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
1. EEO/AA personnel have the responsibility and authority to write implement, enforce and monitor compliance with the AA plan throughout all levels of City government.	1. Ongoing	1. Mayor
2. EEO/AA personnel shall have direct access to Mayor	2. Ongoing	2. Mayor
3. Development of the EEO/AA organizational structure	3. 2-15-80	3. Mayor
4. New emphasis on the spirit of AA	4. Ongoing	4. Mayor
5. Development/conduction of AA training and awareness seminars for City Department heads	5. 6-1-80	5. Mayor, EEO/AA Staff, Minority Affairs Office

IDENTIFICATION OF PROBLEM AREAS

AREA Community Input

POTENTIAL PROBLEMS	AFFECTED GROUP
1. A lack of community input and evaluation of the City's AA Program would result in a loss of communication between the City and concerned citizens' groups, such as minority and women's organizations.	Community as a whole

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
Development of an AA Advisory Council to advise and evaluate the contents and effectiveness of the AA Plan. Individuals will be invited from the private sector and concerned groups.	4-1-80	Mayor , AA Task Force

IDENTIFICATION OF PROBLEM AREAS

AREA Minority Concerns

POTENTIAL PROBLEMS	AFFECTED GROUP
Minimal communication between the minority community and City government.	Minorities and women

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
The creation of a new office of Minority Affairs which would have direct access to the Mayor. This position ultimately establishes an effective liaison with the City Administration by acting as an advocate of the minority community.	Ongoing	Mayor/Administrative Assistant for Minority Affairs

IDENTIFICATION OF PROBLEM AREAS

AREA Lack of Support Staff to Assist EEO/AA Officers

POTENTIAL PROBLEMS	AFFECTED GROUP
Lack of support staff to assist EEO/AA officers in carrying out routine clerical and monitoring functions.	EEO/AA Staff

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
1. Evaluation of progress and work load of EEO/AA officers to determine the need for additional staff.	1. Ongoing	1. EEO/AA Staff
2. Add support staff as needed	2. As Need Occurs	2. EEO/AA Staff
3. As need occurs for additional staff, a request for the allocation of funds from City Council will be made.	3. As Need Occurs	3. Board of Safety Personnel Director Controller

IDENTIFICATION OF PROBLEM AREAS

AREA Record-Keeping

POTENTIAL PROBLEMS	AFFECTED GROUP
Inadequate and incomplete personnel record-keeping has made it difficult to monitor EEO activity and AA progress.	Minorities and Women

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
New record keeping systems have been created and recommended to the City Personnel Department. Examples of these forms and systems are included under Audit and Reporting System.	May 1,1980	City Director of Personnel

IDENTIFICATION OF PROBLEM AREAS

AREA EEO Reporting Requirements

POTENTIAL PROBLEMS	AFFECTED GROUP
City EEO/AA reporting requirements of relevant statistical data necessary for maintaining correct and valid records for the purposes of monitoring EEO/AA progress of each department.	City of Fort Wayne's EEO/AA data submitted to the EEO/AA officer from the personnel department on a monthly basis.

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
1. Proper data collection in order to assist in the implementation and evaluation of the Affirmative Action Plan's effectiveness. 2. Applicant flow data will include name, race, sex, position sought, hire date or reason for rejection. 3. New hire data will include name, race, sex,date of hire, title and salary. 4. Promotional information will include name, race, sex.	May 1980	Personnel Director

IDENTIFICATION OF PROBLEM AREAS

AREA EEo Reporting Requirements - Page -2-

POTENTIAL PROBLEMS	AFFECTED GROUP

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
Date of hire, title , salary before and after promotion 5. Termination data will include name, race, sex, job position, labor grade and reason for termination. 6. A roster of employees of the City indicating by Department the name , hire date, present salary, position, race, job group, and sex will be prepared and submitted to the EEO/AA Officer	May 1,1980	Personnel Director

IDENTIFICATION OF PROBLEM AREAS

AREA EEO Reporting Requirements - Page-3-

POTENTIAL PROBLEMS	AFFECTED GROUP

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
7. Impact data on each selection step for open positions will be maintained. This data will include step, number of applicants, race, sex, number interviewed, rejections and reason for rejection and number selected.	May 1,1980	Personnel Director
8. Bidding procedures will be written and made available to all City employees and the EEO/AA Officer		

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IDENTIFICATION OF PROBLEM AREAS

AREA Incorrect EEO-4 Classifications

POTENTIAL PROBLEMS	AFFECTED GROUP
Misclassification of EEO-4 categories of new and promoted employees	EEO/AA Staff

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
Review of all EEO-4 employee classifications	March 10,1980	AA Task Force
Establishment of a control mechanism for review of EEO-4 classifications of new and promoted employees	April 15,1980	Personnel Director

IDENTIFICATION OF PROBLEM AREAS

AREA Job Classifications

POTENTIAL PROBLEMS	AFFECTED GROUP
Because of an inherited job classification system, the City has severely overlapping job titiels. This situation could create difficulties in the monitoring of EEO statistics.	EEO/AA Staff

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
Communicate to affected Boards and Commissions relative to a review of the current job classification system. This issue will be discussed during language negotiation sessions of union bargining.	June 1981	Personnel Department Payroll Department Affected Unions

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IDENTIFICATION OF PROBLEM AREAS

AREA Personnel Practices (City Wide Testing)

POTENTIAL PROBLEMS	AFFECTED GROUP
Independent Departmental testing without the approval of the Personnel Director	Women and Minorities

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
All department heads will be informed and monitored relative to EEO guidelines	Ongoing	EEO/AA Personnel
All testing procedures must be approved by the Personnel Department and consistently administered.	Ongoing	Personnel Director

IDENTIFICATION OF PROBLEM AREAS

AREA Recruitment Program

POTENTIAL PROBLEMS	AFFECTED GROUP
Lack of a structured recruitment program to attract minority and female applicants for Police Officers, firefighters, officials and administrators.	Women and Minorities

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
The City of Fort Wayne will continue to actively seek minorities and women by soliciting support from interest groups and community organizations. The City will also participate in functions, such as the Black Expo, by setting up recruitment and information booths. Minority publications will continue to run ads urging minority applicants and females to apply.	Ongoing	Personnel Director EEO/AA Personnel

IDENTIFICATION OF PROBLEM AREAS

AREA Departments which contain positions requiring the operation of trucks and heavy equipment

POTENTIAL PROBLEMS	AFFECTED GROUP
Lack of female applicants has created a problem of little or no representation in the areas that require skills to operate heavy machinery. These positions are union positions and do not occur with a great amount of frequency to outside applicants.	Women

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
The City will actively seek women to fill positions as the vacancies occur. Applicants will be requested from agencies such as Women's Bureau, which track women in non-traditional fields.	As vacancies occur	Personnel City EEO officer

IDENTIFICATION OF PROBLEM AREAS

AREA Police and Fire Department Entry Examination Validation

POTENTIAL PROBLEMS	AFFECTED GROUP
Selection procedures of potential Police Officers and Firefighters in the past have been made without validated test and therefore allowed for a margin of subjective error.	Women and minorities.

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
The City of Fort Wayne has hired the testing firm of Standard and Rowe to validate all entry tests, written and physical agility.	September 1980	Chief of Police Chief of Firefighters

IDENTIFICATION OF PROBLEM AREAS

AREA Police Department Promotional Procedure Validation

POTENTIAL PROBLEMS	AFFECTED GROUP
1. The lack of validated promotional tests allow possibilities of subjective promotional procedures.	Women and Minorities

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
1. The City of Fort Wayne has hired a company, "Police Consultants", to validate the promotional test. The staff of this company includes a psychologist, sociologist and personnel with extensive backgrounds in law enforcement. The company has been in operation for over 11 years.	May 30,1980	Fort Wayne Police Merit Commission

IDENTIFICATION OF PROBLEM AREAS

AREA Promotional Procedure (Police) Continued Page -2-

POTENTIAL PROBLEMS	AFFECTED GROUP
2. Inconsistent oral interview techniques used for promotional procedure.	Women and minorities

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
2. All eligible candidates are given a list of questions that will be used during the oral interview. All individuals are given the same questions in advance of the interview.	2. Ongoing	2. Police Merit Commission

IDENTIFICATION OF PROBLEM AREAS

AREA Promotional Procedures (Police) Page -3-

POTENTIAL PROBLEMS	AFFECTED GROUP
3. Performance evaluations comprise a portion of the promotional procedure. These evaluations are of a subjective nature and could prove to be an area of concern.	Women and minorities.

ACTION ORIENTED GOAL	TARGET DATE	PERSON RESPONSIBLE
The City of Fort Wayne is in the process of validation of all areas of the promotional test. When procedures are complete on all other areas of the test, validation of the performance evaluation will be incorporated. The City is presently seeking a method of evaluation which will remove subjectivity but in the interim period, evaluations are being closely screened to detect inconsistencies.	September 1980	Police Merit Commission

AUDIT AND REPORTING SYSTEM

The Affirmative Action Task Force has recommended appropriate record-keeping systems to the City Personnel Department which will:

1.) Inform the Mayor and other City Management of progress toward our AAP objectives.
2.) Insure the effectiveness of our Affirmative Action Program and identify areas where corrective action is required.
3.) Identify work force statistics for each department and job group.

To this end, a manual record-keeping system maintained by the Personnel Department and supplemented by timely reports from the Data Processing Department, will provide data on hires, terminations, promotions, training, and applicant flow. Reports will be generated to the Mayor and other appropriate individuals quarterly, or by request.

Quarterly reports will be forwarded to the Mayor and City Department Heads by the City EEO/AA Officer with appropriate comments relative to progress in attaining our AA goals. These reports will include, but are not limited to:

1. Applicant flow
2. Offers
3. New Hires
4. Promotions
5. Training
6. Goal accomplishment

Monthly reports will be forwarded to the City EEO/AA Officer, the City Personnel Director, the AA Officer for the Board of Safety, and the AA Specialist for CETA. A compliance review will be conducted by the Metropolitan Human Relations Commission as a prelude to annual updates and revisions of the Plan.

APPLICATIONS RECEIVED LOG

Posting Date ______________

DATE APPLICATION RECEIVED	NAME OF APPLICANT	RACE AND SEX										TYPE JOB APPLIED FOR
		Male					Female					
		W	B	A	I	H	W	B	A	I	H	
1.												
2.												
3.												
4.												
5.												
6.												
7.												
8.												
9.												
10.												
11.												
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17.												
18.												
19.												
20.												
21.												
22.												
23.												
24.												

DEPARTMENT INTERVIEW–HIRING RECORD

FROM: ____________________ TO: ____________________

NAME	SEX	RACE (1)	DEPARTMENT POSITION REQUISITION #	EEO-4 CATEGORY (2)	UNION (3)	DATE OF INTERVIEW	OFFER (YES/NO)	DATE EMPLOYED	REASON IF NOT EMPLOYED	SOURCE

(1) RACE

W — WHITE
A — ASIAN/PACIFIC ISLANDER
AI — AM. INDIAN - NATIVE ALASKAN
B — BLACK
H — HISPANIC

(2) EEO-4 CATEGORY

01 - OFFICIALS AND ADMINISTRATORS
02 - PROFESSIONALS
03 - TECHNICIANS
04 - PROTECTIVE SERVICE WORKERS
05 - PARAPROFESSIONALS
06 - OFFICE AND CLERICAL
07 - SKILLED CRAFTWORKER
08 - SERVICE - MAINTENANCE

(3) NU - NON-UNION

69,70,71 - IAM
PB - PBA
FP - FOP
IA - PARK
14 - TEAMSTERS
25 - OPEIU
28 - IBFO
09 - IUOE - FILTRATION
19 - IUOE - SEWER
FF - FIRE FIGHTERS

(4) ENTER NUMBER TO INDICATE HOW APPLICANT WAS REFERRED

1. POSTING
2. CURRENT EMPLOYEE
3. SCHOOL / COLLEGE
4. NEWSPAPER
5. RADIO-TV
6. COMMUNITY AGENCY
7. APPLICATION ON FILE
8. PERSONNEL AGENCY
9. FRIEND
10. OTHER (SPECIFY

EMPLOYEE TRANSFER AND PROMOTION RECORD

FROM: TO:

			CURRENT							COMPLETE ONLY IF PROMOTED OR TRANSFERRED			
NAME	SEX	RACE (1)	DEPARTMENT POSITION REQUISITION#	EEO-4 CATEGORY (2)	UNION (3)	BID (YES-NO)	SALARY AND LABOR GRADE	DEPARTMENT AND POSITION CONSIDERED FOR	DISPOSITION (4)	NEW DEPARTMENT AND POSITION	NEW EEO-4 CATEGORY (IF CHANGE)	NEW SALARY AND LABOR GRADE	TRANSF OR PROMO

(1) RACE

W— WHITE
A — ASIAN/PACIFIC ISLANDER
AI—AM. INDIAN-NATIVE ALASKAN
B — BLACK
H — HISPANIC

(2) EEO-4 CATEGORY

01–OFFICIALS AND ADMINISTRATORS
02–PROFESSIONALS
03–TECHNICANS
04–PROTECTIVE SEWER WORKERS
05–PARAPROFESSIONALS
06–OFFICE AND CLERICAL
07–SKILLED CRAFTWORKER
08–SERVICE-MAINTENANCE

(3) NU-NON-UNION

69,70,71-I
PB–PSA
FP–FOP
IA –PARK
14 –TEAMSTERS
25–OPEIU
28–IBFO
09–IUOE-FILTRATION
19 –IUOE-SEWER
FF–FIRE FIGHTERS

(4)

1 — REVIEWED, BUT NOT INTERVIEWED
2 — INTERVIEW, NO OFFER
3 — INTERVIEWED, OFFER EXTENDED AND ACCEPTED
4 — INTERVIEWED, OFFER EXTENDED AND REJECTED

EMPLOYEE TRAINING RECORD

FROM: TO:

NAME	SEX	RACE (1)	DEPARTMENT AND POSITION	EEO-4 CATEGORY (2)	UNION (3)	SALARY AND LABOR GRADE	TRAINING OJT	TRAINING OUTSIDE	COURSE DATES FROM TO	COMPLETED

(1) RACE

W — WHITE
A — ASIAN/PACIFIC ISLANDER
AI — AM, INDIAN—NATIVE ALASKAN
B — BLACK
H — HISPANIC

(2) EEO-4 CATEGORY

01 - OFFICIALS AND ADMINISTRATORS
02 - PROFESSIONALS
03 - TECHNICANS
04 - PROTECTIVE SEWER WORKERS
05 - PARAPROFESSIONALS
06 - OFFICE AND CLERICAL
07 - SKILLED CRAFTWORKER
08 - SERVICE - MAINTENANCE

(3) NU - NON-UNION

69, 70, 71 — IAM
PB — PBA
FP — FOP
IA - PARK
14 - TEAMSTERS
25 - OPEIU
28 - IBFO
09 - IUOE-FILTRATION
19 - IUOE-SEWER
FF - FIRE FIGHTERS

EMPLOYEE TERMINATION RECORD

FROM: TO:

NAME	SEX	RACE (1)	DEPARTMENT AND POSTION	EEO-4 CATEGORY (2)	UNION (3)	DATE OF HIRE	DATE OF TERM-INATION	DEPARTMENT AND POSITION WHEN HIRED	REASON FOR TERMINATION	VOLUNTARY	INVOLUNT.

(1) RACE

W — WHITE
A — ASIAN / PACIFIC ISLANDER
AI — AM. INDIAN - NATIVE ALASKAN
B — BLACK
H — HISPANIC

(2) EEO-4 CATEGORY

01 – OFFICIALS AND ADMINISTRATORS
02 – PROFESSIONALS
03 – TECHNICIANS
04 – PROTECTIVE SERVICE WORKERS
05 – PARAPROFESSIONALS
06 – OFFICE AND CLERICAL
07 – SKILLED CRAFTWORKER
08 – SERVICE – MAINTENANCE

(3) NU – NON-UNION

69, 70, 71 – IAM
PB – PSA
FP – FOP
IA – PARK
14 – TEAMSTERS
25 – OPEIU
28 – IBFO
09 – IUOE – FILTRATION
19 – IUOE – SEWER
FF – FIRE FIGHTERS

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FEDERAL, STATE LAWS AND REGULATIONS

LAWS, REGULATIONS, EXECUTIVE ORDERS

1. TITLE VI OF THE CIVIL RIGHTS ACT OF 1964
2. TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 (AS AMENDED BY THE EQUAL OPPORTUNITY ACT OF 1972)
3. TITLE IX OF THE EDUCATION AMENDMENTS OF 1972
4. EQUAL PAY ACT OF 1963 (AS AMENDED BY THE EDUCATION AMENDMENTS OF 1972)
5. EXECUTIVE ORDER 11246 (AS AMENDED BY EXECUTIVE ORDER 11375 IN 1968 AND EXECUTIVE ORDER 12086 IN 1978; AND REGULATED BY TITLE 41, CODE OF FEDERAL REGISTER, CHAPTER 60, PARTS 60-1, 60-2, 60-3, 60-4, 60-20, 60-30, 60-40, 60-50, 60-60, 60-250, AND 60-741)
6. VIETNAM-ERA VETERANS READJUSTMENT ACT OF 1974 (AS AMENDED).
7. UNIFORM GUIDELINES FOR EMPLOYEE SELECTION PROCEDURES OF 1978
8. EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP AND TRAINING REGULATIONS OF 1978
9. AFFIRMATIVE ACTION REQUIREMENTS FOR FEMALE AND MINORITY PARTICIPATION IN THE CONSTRUCTION INDUSTRY
10. TITLES VII AND VIII, PUBLIC HEALTH SERVICE ACT (AS AMENDED BY THE COMPREHENSIVE HEALTH MANPOWER ACT AND NURSE TRAINING AMENDMENTS ACT OF 1971)
11. EXECUTIVE ORDER 11914
12. SECTIONS 503 AND 504, REHABILITATION ACT OF 1973 (AS AMENDED)
13. FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974 (BUCKLEY AMENDMENT)
14. INDIANA CIVIL RIGHTS LAW of 1961 (AS AMENDED 1975)
15. INDIANA MINIMUM WAGE LAW OF 1967 (EQUAL PAY, SECTION 20.01 - BURNS 28-7544)
16. INDIANA DISCRIMINATION IN EMPLOYMENT ON BASIS OF AGE (1965)
17. INDIANA EDUCATIONAL OPPORTUNITY LAW (AS AMENDED)

ORDINANCE G-21-78 (MHRC)

ORDUNANCE Re: City Contracts

LAWS AFFECTING AFFIRMATIVE ACTION/EQUAL OPPORTUNITY IN THE PUBLIC SECTOR

A number of laws and executive orders, both state, federal, mandate equal opportunity and affirmative action for public sector employers. A short description of legislation that require equal employment opportunity and affirmative action as follows:

The Equal Pay Act of 1963 was the first law enacted to eliminate sex discrimination. This law requires equal pay for equal work regardless of sex. The act prohibits employers from paying employees of one sex less than employees of the other sex in the same establishment. People must be paid for equal work on jobs that require equal skill, effort, and responsibility and that are performed under similar working conditions. This law does permit differences in salary that are based on seniority or on a merit system or a system that measures earnings by quantity or quality of production or any other factor than sex. It also prohibits employers from reducing wages of any employee in order to equalize pay between the sexes.

The Wage and Hour Division of the U. S. Department of Labor administers and enforces the equal pay law.

Executive Order 11246, as amended by Executive Order 11375, sets forth the federal program to eliminate discrimination by government contractors. Originally the order was issued to prohibit discrimination on grounds other than sex; Order 11375 added sex as an element of discrimination to be eliminated. This Order applies to federal contractors or subcontractors who perform work under federally assisted contracts. Entities with contracts that total over $50,000 and employ 50 or more employees must develop and implement written programs of affirmative action.

The Department of Labor monitors affirmative action under this executive order to the Office of Federal Contract Compliance. The OFCC issues guidelines on sex discrimination that are similar in many respects to those of the EEOC. Under the OFCC's Revised Order 4 issued in December of 1971 and amended in July 1974, service and supply contractors who have 50 or more employees and a contract of $50,000 or more are required to develop a written affirmative action program. To assure that different contracting agencies have the same requirements to evaluate contractors, OFCC established standardized compliance review procedures and revised Order 14, effective May 15, 1974.

Title VI of the Civil Rights Act of 1964 forbids discrimination against students, including those in training programs, on the basis of race, color, or national origin in all federally assisted programs. Employment generally is not covered except when employment is the purpose of the assistance. The Department of Health, Education and Welfare enforces Title VI of the Civil Rights Act of 1964. Affirmative Action Programs are not required per se; however, affirmative action requirements can be imposed if HEW finds discrimination in an agency under this title.

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 prohibits discrimination based on sex, race, color, religion and national origin, in all terms, conditions, and privileges of employment. The act covers private employers of 15 more persons, public and private employment agencies, labor unions with 15 or more members, public

5. State and Local Fiscal Assistance Act of 1972, Title I, Public Law 92-512 (General Revenue Sharing Act), as of October 20, 1972.

6. Indiana Civil Rights Act IC 1971 22-9-1 (SS40-2307-40-2317a), as of July 29, 1975

EXECUTIVE ORDER 11246

(cont.)

Can an entire agency be reviewed?	Yes. Compliance agency may investigate part or all of an establishment.
Record requirements.	Contracting establishment must keep and preserve specified records relevant to the determination of whether violations have occurred. Government may review all relevant records.
Enforcement and Power Sanctions	Government may delay new contracts revoke current contracts, and debar establishment from eligibility for future contracts. The compliance agency is unlikely to seek back pay unless employees were not previously covered by any other laws allowing back pay.
Affirmative Action requirements.	Affirmative action plans (including numerical goals and timetables) are required of all contractors with contract of $50,000 or more and 50 or more employees.
Coverage and labor organizations	Any agreement the contractor may have with a labor organization cannot be in conflict with the contractor's affirmative action commitment.
Is harrassment prohibited?	Establishments are prohibited from discharging or discriminating against any employee or applicant for employment because she/he has made a complaint, assisted with an investigation or instituted proceedings.

TITLE VI OF THE CIVIL RIGHTS ACT OF 1964

Who is covered?	All establishments with federal grants, loans and contracts (except contracts of insurance or guaranty)
What is prohibited?	Discrimination in employment on the basis of race, color, and national origin in any federally funded program where the primary objective of the federal aid is to provide employement. Discrimination against students on the basis of race, color, and national origin.
Who enforces the provisions?	Federal departments and agencies empowered to extend federal financial aid. Enforcement powers have been delegated to the Department of Health Education and Welfare's Office for Civil Rights
How is a complaint made?	By letter to the Department of Health, Education and Welfare's Office for Civil Rights.
Time limit for filing a complaint.	180 days.
Can a pattern of discrimination complaint be filed	Yes.
Who can make a complaint?	Individuals and/or organizations on own behalf or on behalf of aggrieved employee(s) or applicant(s).
Can an investigation be made without filing a complaint?	Yes. Government can conduct periodic reviews without a reported violation, as well as in response to complaints.
Can an entire agency be reviewed?	Yes.
Record requirements.	Establishment must keep and preserve specified records relevant to the determination of whether violations have occurred. Government may review all relevant records.
Enforcement power and sanctions.	Government may delay new awards, revoke current awards, and debar establishments from eligibility for future awards. Department of Justice may also bring suit

Who is covered?	All establishments with 15 or more employees. Religious institutions are exempt from hiring people of other religions to perform work for that institution.
What is Prohibited?	Discrimination in employment, (including hiring, upgrading, salaries, fringe benefits, training and other conditions of employment) on the basis of race, color, religion, natural origin or sex. Covers all employees.
Can a pattern of discrimination complaint be made?	Yes.
Who can make a complaint?	Individuals and/or organizations on own behalf or on behalf of aggrieved employee (s) or applicant (s). Members of the commission may also file charges.
Can an investigation be made without filing a complaint?	No. Government can conduct investigations only if charges have been filed. Most charges are filed by individuals, but EEOC may also file.
Can entire agency be received?	Yes. EEOC may investigate part or all of an establishment.
Record requirements.	Establishment must keep and preserve specified records relevant to the determination of whether violations have occurred. Government may review all relevant records.
Enforcement Power and sanctions	If attempts at conciliation fail, EEOC or the U.S. Attorney General may file suit. Aggrieved individuals may also initiate suits. Court may enjoin respondent from engaging in unlawful behavior, order appropriate affirmative action order reinstatement of employees, award back pay for up to two years prior to filing charges with EEOC, and order respondent to pay attorney's fees of aggrieved individual.

EQUAL PAY ACT OF 1963

Who is covered?	All establishments covered under section 6 (Minimum Wage Division) of the Fair Labor Standards Act, and executive, administrative, professional, and outside sales personnel. Excluded are all employees exempted from minimum wage provision (Section 13A) of the Fair Labor Standards Act.
What is prohibited?	Discrimination is salaries (including almost all fringe benefits) on the basis of sex.
Can a pattern of discrimination complaint be made?	Yes, the Attorney General has independent authority to initiate a pattern of discrimination suit.
Who enforces the Provisions?	Wage and Hour Division of the Employment Standards Administration of the Department of Labor
How is a complaint made?	By letter, telephone call, or in person to the nearest Wage and Hour Division Office.
Time limit for filing complaints?	No official time limit.
Who can make a complaint?	Individuals and/or organizations on own behalf or on behalf of aggrieved employee (s).
Can an investigation be made without filing a complaint?	Yes. Government can conduct periodic reviews without a reported violation as well as in response to complaints.
Can an entire agency be reviewed?	Yes. Usually Wage-Hour reviews the entire establishment.
Record requirements	Establishment must keep and preserve specified records relevant to the determination of whether violations have occurred. Government may review all relevant records.

REVENUE SHARING ACT

Who is covered?	All establishments with at least one program or activity that is funded in part or in whole with revenue sharing funds. A recipient of funds can also be found in violation if the funds are transmitted to a secondary recipient who in turn discriminates.
Effective Date of Last Amendment?	October 20, 1972
What is prohibited?	Discrimination in employment, exclusion from participation, or denial of benefits of any program or activity funded in part or whole with revenue sharing funds on the grounds of race, color, national origin, or sex.
Exemptions from Coverage	None
Who enforces the Provisions?	Office of Revenue Sharing - Department of the Treasury, working cooperatively with the Equal Employment Opportunity Commission and state and local enforcing agencies where appropriate.
How is a Complaint Made?	By letter to the Office of Revenue Sharing with a written explanation detailing the nature of the alleged violation. Included with this explanation should be any supporting documentation of the alleged misuse that can be obtained.
Pattern of Discrimination be filed?	Yes.
Who can make a complaint?	Individuals and/or organizations on own behalf or on behalf of aggrieved employee(s) or applicant(s). Office of Revenue Sharing need not wait for a complaint to initiate action against a Government and the Attorney General has independent authority to initiate a pattern of discrimination suit.

REVENUE SHARING ACT

Is Harrassment Prohibited?	No representative of a recipient government nor any of its agencies shall intimidate, threaten, coerce, or discriminate against any person or class of persons because of testimony, assistance, or participation in an investigation, proceeding, or hearing.
Notification	Employers are notified of all complaints.
Confidentiality	
Contact for further information	Compliance Manager Office of Revenue Sharing Department of the Treasury Washington, D. C. 20226

INDIANA CIVIL RIGHTS ACT

Affirmative Action requirements	Affirmative Action may be required after discrimination is found or by conciliation agreement or consent order.
Coverage of labor organizations.	Labor organizations are subject to the same requirements and sanctions as employers. Complaints may be made and suits brought against those organizations
Is harrassment prohibited?	Establishments are prohibited from discharging or discriminating against any employee or applicant because she/he has made a complaint, assisted with an investigation or instituted proceedings.
Notification of complaints.	Employers are notified of complaints and individual complainant's name is always given to the employer. Charges, investigation and conciliation efforts may be made public by the agency. If court action becomes necessary, the identity of the parties involved becomes a matter of public record. The aggrieved party and respondent are not bound by a confidentiality requirement.
Offices to contact for further information	Indiana Civil Rights Commission 319 Fair Building 311 West Washington Street Indianapolis, Indiana 46204 (317) 633-4855

BILL NO. G-78-05-13 (AS AMENDED) (AS AMENDED)

GENERAL ORDINANCE NO. G-21-78

AN ORDINANCE REPEALING GENERAL ORDINANCE NO. G-85-70 AS AMENDED BY GENERAL ORDINANCE NO. G-12-72 AND AMENDING GENERAL ORDINANCE NO. G-35-75 AND REPEALING ALL ORDINANCES IN CONFLICT HEREWITH AND EXPANDING THE DUTIES AND POWERS OF THE METROPOLITAN HUMAN RELATIONS COMMISSION.

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

ARTICLE I - PURPOSES

SECTION 1. The Mayor and the Common Council of the City of Fort Wayne, Indiana, find that discrimination in social, cultural and economic life in the City of Fort Wayne against any person or persons because of race, sex, color, religion, handicap, ancestry, national origin, or place of birth, is contrary to American principles and is harmful to the social, cultural,

and economic life of Fort Wayne; that discrimination, particularly in employment opportunities, public accommodations, and housing, increases the burden and cost of government; that such discrimination contributes to increased crime, vice, juvenile delinquency, fires and other evils thereby affecting the public safety, the public health, and the general welfare of the community; it is therefore deemed to be in the best interests of the City of Fort Wayne to create a metropolitan commission to administer and enforce anti-discrimination legislation and ordinances, all as authorized by the Indiana Civil Rights Act.

SECTION 2. In filling such broad purposes, the Metropolitan Human Relations Commission of the City of Fort Wayne is to:

a. Study the relationships between persons of various races, sexes, creeds, abilities, and nationalities within the City of Fort Wayne and to advise and assist the various departments of the City of Fort Wayne in matters involving relationships between such groups to the end that prejudice, intolerance, bigotry, and discrimination will be eliminated in the City of Fort Wayne;

b. Eliminate discrimination in education, employment, public accommodation, and housing based upon sex, race, religion, handicap, ancestry, national origin or place of birth.

c. Study, investigate and take action in regard to any condition having an adverse effect upon relations between persons of various races, sexes, creeds, abilities and nationalities;

d. Institute and conduct educational and other programs intended to promote the equal rights and opportunities of all persons.

e. Solicit the cooperation of the various racial, ethnic, handicapped, womens' rights, and religious groups within the community in order to improve the quality of communications and understanding within the community;

f. Stimulate private and governmental

departments and agencies to develop and foster meaningful programs in support of the objectives and purposes of the Metropolitan Human Relations Commission;

g. Insure the equal protection of all persons and the full availability of all rights and privileges of citizenship to all persons.

ARTICLE II - DEFINITIONS AND EXEMPTIONS

SECTION 1. As used in this Ordinance, unless a different meaning clearly appears from the context:

a. The term "discrimination" means any difference in treatment based on race, sex, color, religion, handicap, or national origin. The term "discrimination" shall also mean the exclusion of a person from or failure or refusal to extend to a person equal opportunities because of race, sex, religion, color, handicap, or national origin. The term "discrimination" shall also mean the promotion of segragation or separation, in any manner on the basis or race, sex, religion, color, handicap, or national origin.

b. The term "handicap" means (1) physical or mental impairment which substantially limits one or more of a person's major life activities, or (2) a record of such an impairment and includes (3) a person who is regarded as having such an impairment. (4) This term does not apply to drug or alcohol abuse or addiction.

c. The term "Labor Organization" means any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in relation to employment.

d. The term "neighborhood" means a group of residences which are in relative proximity of each other within the metropolitan area of Fort Wayne, Indiana

e. The term "owner" includes the Lessor, Sublessor, Assignor or managing agent or other persons having the right of ownership or possession or the right to sell, rent, or lease any housing accommodation.

f. The term "person" includes an association, partnership, or corporation, as well as a natural person. The term "person", as applied to partnerships or other associations, includes their members, and as applied to corporations, includes their officers and directors. The term "person" also includes any individual acting in a fiduciary or representative capacity, whether appointed by a court or otherwise. The term "person" shall include the City of Fort Wayne and all other units of local government within the territorial jurisdiction of said city, including Fort Wayne Community Schools, the Allen County Welfare Department and all other county departments within said territorial jurisdiction.

g. The term "real estate broker' means any person as defined herein, who, for a fee or other valuable consideration, sells, purchases, exchanges, or rents or negotiates the sale, purchase exchange or rental of the real property of another, or holds himself or herself out as engaged in the business of selling, purchasing, exchanging, or renting the real estate of another, or collects rental for the use of real property of another.

h. The term "Common Council" shall mean Common Council of the City of Fort Wayne, Indiana,

EXEMPTIONS:

a. With respect to employment discrimination, employers of five (5) or less employees are exempt from the provisions of this Ordinance.

b. It shall be deemed discrimination for

any not-for profit corporation or association organized exclusively for religious purposes or for any school, educational or charitable institution owned or conducted by or affiliated with a church or religious institution to devote its resources to its own religion or denomination, or to give preference to members of such institution or educationally to promote exclusively the religious principles for which it is established or maintained.

c. It shall not be deemed discrimination on account of handicap for any governmental agency or not-for-profit corporation established for the purpose of offering or providing education, training or other social services and benefits to handicapped persons to devote its resources to such handicapped persons or to give a preference to handicapped persons with respect to such education, training or social services and benefits.

ARTICLE III - THE COMMISSION

SECTION 1. To assist in the elimination of discrimination in the City of Fort Wayne, there is hereby created a commission to be known as the Metropolitan Human Relations Commission.

a. The Commission shall consist of seven (7) members:

i) three of whom shall be appointed by the Common Council;

ii) four of whom shall be appointed by the Mayor

iii) those incumbents serving as Commissioners at the time of this amendment who have been appointed by the Mayor shall continue to hold office until the expiration of their respective terms as provided by General Ordinance G-35-75, and their successors shall be appointed for terms of four (4) years, in order to

preserve the staggered appointment dates now in effect.

b. i) one (1) of the Commissioners appointed by the Common Council shall be appointed from among its members at the annual meeting for the election of officers of the Council, and of the six appointments who are not members of the Common Council:

ii) the Common Council shall appoint members to fill the next two vacancies, and, thereafter, shall be responsible for appointing their successors, and

iii) the Mayor shall appoint members to fill the remaining four vacancies, as they arise, and shall thereafter be responsible for appointing their successors.

SECTION 3. Qualifications of Members

a. All members shall be residents of the City of Fort Wayne, Indiana. The Mayor and Common Council shall make only those appointments which insure:

i) that members are persons who have demonstrated a commitment to the purposes for which the Commission is created, and

ii) that the Commission is broadly respresentative of the community in regard to race, religion, national origin, sex, and abilities;

iii) the appointments shall be in such manner that the number of members of the Commission belonging to one (1) of the two (2) major political parties shall not exceed by more than one (1) the number of those belonging to the other major

political party, and the Mayor and the Common Council shall take this into consideration in making their respective appointments; provided, however that if they cannot agree upon the manner in which such representation is to be attained, the Mayor shall make that appointment which shall result in one (1) of the major political parties having the greater number of members on the board.

b. It shall be the duty of the Mayor and the Council publicly to solicit suggestions for Commission appointments from organizations having an interest in the improvement of intergroup relations in the community and to give thoughful consideration to the appointment of persons so suggested.

SECTION 4. Officers

a. At the first meeting of the Commission, which shall be called by the Mayor, the Commissioners shall elect one of their number to serve as Chairman, and shall also elect such other officers as the Commission shall desire from among their members.

b. The Commission shall select an executive director who shall serve as Secretary, who shall not be required to meet the qualifications for membership on the Commission, and who shall be compensated for his services, and such other employees as may be authorized.

c. Death, incapacity or resignation of a member. In the event of a death, incapacity, or resignation of any member, his or her successor shall be appointed by the one who appointed such member and the newly appointed member shall serve for the unexpired period of the term of the one replaced.

d. Either the Mayor or the Common Council shall, at any time, have the right to remove any member of the Commission appointed by him or it with cause.

SECTION 5. Powers and Duties

The Commission shall have the following powers and duties:

a. All powers that may lawfully be conferred upon the Commission pursuant to the applicable provisions of Indiana Law including the power to:

i) Investigate, conciliate and hear complaints;

ii) subpoena and compel the attendance of witnesses or production of pertinent documents and records, and make use of such other discovery techniques as shall be necessary to complete investigations or conduct full hearings as provided for in IC 4-22-1 et seq. and Rule 28 (F) of the Indiana Rules of Trial Procedure.

iii) administer oaths;

iv) examine witnesses;

v) appoint hearing examiners or panels;

vi) make findings and recommendations;

vii) issue cease and desist orders requiring remedial action;

viii) order payment of actual damages, except that damages to be paid as a result of discriminatory practices relating to employment shall be limited to lost wages, salaries, commissions or fringe benefits;

ix) institute actions for appropriate legal or equitable relief in an appropriate court;

x) employ an executive director and other

staff personnel;

xi) adopt rules and regulations;

xii) initiate complaints, except that no person who initiates complaints may participate as a member of the agency in the hearing or disposition of the complaint; and

xiii) conduct programs and activities to carry out the purposes of the Metropolitan Human Relations Commission provided for in this Ordinance within the territorial boundaries of the City of Fort Wayne, Indiana;

b. The Commission shall hold a regular meeting each month. All meetings and notice thereof shall be conducted in conformity with IC 5-14-1.5-1 et seq.;

c. The Commission shall endeavor to keep itself fully informed concerning the studies and findings of private organizations in respect to the practices falling within the Commission's jurisdiction.

d. Annual Report. The Commission shall render an annual report of its doings to the Mayor and to the Common Council and shall render such other additional reports as the Mayor or the Common Council may from time to time request, The reports shall describe in detail, the investigations and conciliation proceedings it has conducted and their outcome, the progress made, and any other work performed and achievement toward the elimination of discrimination.

ARTICLE IV - - PROHIBITED ACTS

SECTION 1. It shall be unlawful for any person to commit any act of discrimination or engage in any discriminatory practice as herein defined.

SECTION 2. Discrimination in the sale or rental of housing or other real property. It shall be unlawful for any owner, real estate broker, salesperson, or other person or any agent thereof:

a. To refuse to sell or rent after the making of a bona fide offer, or to refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, religion, sex, national orgin, or handicap;

b. To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, sex, national origin, or handicap;

c. To make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisment, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, religion, sex, national origin, or handicap, or an intention to make any such preference, limitation, or discrimination;

d. For profit, to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry or propective entry into the neighborhood of a person or persons of a particular race, color, religion, sex, national origin, or handicap.

SECTION 3. Discrimination in Financing of Real Estate.

It shall be unlawful for any person, as herein defined, whose business consists in whole or in part in the appraising of property or the making of real estate loans, to deny a loan or other financial assistance to an applicant therefor, or to discriminate against such applicant in the fixing of amount, interest rate, duration, or other terms or conditions of such loan or other financial assistance, or to make a lower appraisal valuation because of the race, sex, color, religion, national origin or handicap of such applicant, or of any person connected with such applicant in connection with such loan or other financial assistance or the purposes of such loan or other financial assistance, or of the present or prospective owners, lessees, tenants, or occupants of the dwelling or dwellings in relation to which such loan or

other financial assistance is to be made or given; or because of the presence or absence or the prospective presence or absence within a neighborhood of concentrations of persons of a particular race, sex, handicap, color, religion or national origin.

SECTION 4. Discrimination in employment:

a. It shall be unlawful for any person to discriminate against any person by treating any such person differently or by excluding from or failing or refusing to extend to any person equal opportunities with respect to hiring, termination, compensation, or other terms, conditions or privileges of employment, because of race, sex, color, religion, national origin, or handicap.

b. It shall be unlawful for any employer to fail to make reasonable accommodation to the known physical or mental limitations of an otherwise qualified handicapped employee or prospective employee or to fail to make reasonable accommodations to the religious observance or practice of any employee or prospective employee unless such employer can demonstrate that the accommodation would impose an undue hardship on the conduct of the employer's business.

c. It shall be unlawful for any person to make, print or publish, or cause to be made, printed or published any notice, statement, or advertisement with respect to employment that indicates a preference, limitation, specification or discrimination based on race, sex, religion, color, national origin, or handicap.

SECTION 5. Discrimination by Labor Organizations

It shall be unlawful for a labor organization:

a. to eclude or expel from its membership, or otherwise to discriminate against, any individual because of race, color, religion, sex, national origin, or handicap;

b. to limit, segregate, or classify its membership, or applicants for membership, or to classify or fail or refuse to refer for employment any individual in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his or her status as an employee or as an applicant for employment, because of race, color, religion, sex, national origin, or handicap;

c. to cause or attempt to cause an employer to discriminate against an individual in violation of this section.

SECTION 6. Discrimination in Public Accommodations.

It shall be unlawful for any person or establishment which caters or offers its services or facilities or goods to the general public to discriminate against anyone because of race, sex, color, religion, national origin, or handicap.

SECTION 7. Discrimination in Education

It shall be unlawful for any person, establishment or governmental agency regularly engaged in the offering of educational services to discriminate against any one because of race, sex, color, national origin or handicap.

SECTION 8. Other unlawful practices:

a. It shall be unlawful for any person to aid, abet, incite, compel, or coerce the doing of any act declared by this Ordinance to be unlawful.

b. It shall be unlawful for any person knowingly to obstruct the fair and lawful enforcement of this ordinance by coercing or intimidating any complainant or prospective complainant, or any witness to any act made unlawful herein, or by destroying any records documents or other evidence relevant to any alleged unlawful discriminatory practice as defined herein, after such person has received actual notice of a discrimination

charge or has been served notice of a complaint filed.

c. It shall be unlawful for any person to discriminate against any other person with regard to, or to deny any other person access to or opportunities in employment, real estate transactions, education or public accommodations because any such other person has opposed any practice made unlawful by this Ordinance, or because such other person has made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under this Ordinance.

SECTION 9. Applicability of the Administrative Adjudication and Court Review Act (IC 4-22-1-1 et seq.)

Whenever the Metropolitan Human Relations Commission conducts proceedings to determine the rights or liabilities of particular persons, proceedings conducted to determine these rights and liabilities will be conducted in conformity with IC 4-22-1-1 et seq. Judicial Review of the proceedings or the application by the agency for judicial enforcement of its orders shall be in conformity with IC-4-22-1-1 et seq.; except where IC 4-22-1-1 et seq. requires notice to be served upon the Attorney General of Indiana or requires the participation of the Attorney General of Indiana, the agency or party seeking review or enforcement shall instead give notice to the City Attorney or the City Attorney shall participate.

ARTICLE V.

SECTION 1. Any person violating any of the provisions of this Ordinance shall, upon conviction thereof, be fined in the sum not to exceed Five Hundred Dollars ($500.00). Each day of violation shall be deemed a separate offense.

SECTION 2. Severability.

If any provision of this Ordinance, or the application thereof to any person or circumstance is held invalid, the remainder of the act and the application of such provisions to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

ARTICLE VI - Amendments and Repeal

SECTION 1. General Ordinance No. G-35-75 is hereby repealed

except to the extend that those incumbents serving as Commissioners at the time this Ordinance becomes effective as provided for in Article III Section 1 (a) iii hereof shall continue to hold office until the expiration of their respective terms as provided for in said General Ordinance No. G-35-75.

SECTION 2.

General Ordinance No. G-85-70 as amended by General Ordinance No.G-12-72 and Special Ordinance No. 2593 and all other Ordinances of the City of Fort Wayne, Indiana in conflict herewith are hereby repealed.

ARTICLE VII

SECTION 1. This Ordinance shall be in full force and effect from and after its passage by the Common Council approved by the Mayor and legal publication thereof.

John Nuckols
Councilman

Read the third time in full and on motion by Nuckols, seconded by Stier and duly adopted, placed on its passage. Passed by the following vote:

Ayes: Six
Hinga, Moses, Nuckols, V. Schmidt, Stier, Talarico
Nays: Three
Burns, Hunter, D. Schmidt

Date: 7-25-78 Charles W. Westerman
City Clerk

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana as General Ordinance No. G-21-78 on the 25th day of July, 1978.

ATTEST: (SEAL)

Charles W. Westerman Samuel J. Talarico
City Clerk Presiding Officer

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 26th day of July, 1978, at the hour of 11:30 o'clock A.M.,E.S.T.

Charles W. Westerman
City Clerk

Approved and signed by me this 4th day of August, 1978, at the hour of 3:30 o'clock P.M.,E.S.T.

Robert E. Armstrong
Mayor

BILL NO. G-78-10-41 (as amended)

GENERAL ORDINANCE NO. G-34-78 (as amended)

AN ORDINANCE amending Chapter 15

of the Code of the City of Fort Wayne,

Indiana of 1974

BE IT ENACTED BY THE COMMON COUNCIL OF THE CITY OF

FORT WAYNE, INDIANA

SECTION 1. That Section 15-13 "Employment under Municipal Contract" Article III, Chapter 15 of the Code of the City of Fort Wayne, Indiana of 1974 is amended to be and read as follows, to wit:

"Sec. 15-13 Same - Under Municipal Contract.

15-13-1 Definitions. As Used in this Section, the following words have these meanings:

a. the terms "discriminates", "discriminating", "discriminatory" mean and include:

(1) to promote segregation or separation in any manner, to treat any person differently, or to exclude from or fail or refuse to extend to any person equal opportunities with respect to hiring, termination, compensation, or other terms, conditions or privileges of employment, because of the race, religion, sex, color, national origin or handicap of any such person;

(2) also, to fail to make reasonable accommodation to the known physical or mental limitations of an otherwise qualified handicapped employee;

(3) also, to fail to make reasonable accommodation to the religious observance or practice of any employee or prospective employee unless the employer can demonstrate that the accommodation would impose an undue hardship on the conduct of the employer's business;

(4) also, to make, print or publish, or cause to be made, printed or published any notice, statement, or advertisement with respect to employment that indicates a preference, limitation, specification or discrimination based on race, sex, religion, color, national origin or handicap;

(5) the following practices are <u>not</u> included in the meaning of "discrimination":

(a) for any not-for-profit association, incorporated or otherwise, organized exclusively for fraternal or religious purposes, to devote its resources to its own religion or denomination, or to give employment preference to its own members,

(b) for any not-for-profit association, incorporated or otherwise, established for the purpose of offering or providing education, training or other social services and benefits to handicapped persons, to devote its resources to such handicapped persons or to give a preference to handicapped persons with respect to such education, training or social services and benefits.

b. The term "handicap" means and includes:

(1) any physical or mental impairment which substantially limits one or more of a person's major life activities; or

(2) a record of such an impariment, and includes,

(3) a person who is regarded as having such an impairment; provided that,

(4) this term does not include drug or alcohol abuse or addiction.

c. The term "obstruct" means and includes the actions of any person knowingly obstructing the fair and lawful enforcement of this Article of this Chapter by coercing or intimidating any complainant or prospective complainant, or any witness to any act of discrimination as defined herein, after such person has received actual notice of a discrimination charge or has been served notice of a complaint filed.

d. The term "retaliate" means and includes the actions of any person in discriminatiing against any other person with regard to, or denying any other person access to or opportunities in employment, because any such other person has opposed any practice made unlawful by this Article of this Chapter, or because such other person has made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under this Article of this Chapter.

15-13-2 Mandatory Covenants. Every contract for or on behalf of the City of Fort Wayne for the construction, alteration or repair of any public building or public work or the performance of any other work or service shall contain provisions by which the contractor agrees, as follows:

a. That in the performance of work under such contract or any subcontract thereunder, the contractor, subcontractor, nor any person acting on behalf of such contractor or subcontractor, will not discriminate against any person who is qualified and available to perform the work to which the employment relates.

b. That such contractor, subcontractor, nor any person acting on behalf of such contractor or subcontractor will not obstruct the enforcement of this Article of this Chapter.

c. That such contractor, subcontractor, nor any person acting on behalf of such contractor or subcontractor will not retaliate against any person.

15-13-3 Enforcement. Enforcement of this Article of this Chapter shall be through order of the Board of Public Works, in the following manner:

a. Whenever any member of the Board of Public Works, or whenever the Affirmative Action Officer who is assigned to help watch over public contracts has reason to believe that any of the provisions hereof have been violated, the matter may be referred to the Metropolitan Human Relations Commission for investigation and initiation of discrimination charges against the contractor or subcontractor. Cases over which the Commission has no jurisdiction shall be investigated by said Affirmative Action Officer.

b. A final order of the Metropolitan Human Relations Commission shall be forwarded to the Board of Public Works, which may invoke one of the remedies set forth in Sub Section 15-13-4 hereof. If it is a matter over which the Metropolitan Human Relations Commission has no jurisdiction, the Board of Public Works shall conduct a hearing to determine whether there has been a breach of this Article of this Chapter. In so doing, the Board may call upon the Commission for consultation.

15-13-4 Remedies. Upon finding that a contractor or sub-contractor or any person acting on behalf of such contractor or subcontractor has violated a provision or provisions of this Article of this Chapter, whether discriminating, obstructing, retaliating, or otherwise, the Board of Works may:

a. Deduct from the amount payable to the contractor by the City of Fort Wayne under such contract a penalty of no less than ten dollars ($10.00) per day, per violation, nor more than one thousand dollars ($1,000.00)

per day, per violation. Each day on which a continuing violation exists, shall be deemed a separate offense; or,

b. The Board of Works may cancel or terminate the contract, and all money due or to become due thereunder may be forfeited. for a second or any subsequent violation of this article of this Chapter.

SECTION 2. That Chapter 15, Article III, of the Code of the City of Fort Wayne, Indiana of 1974 is further amened by adding thereto a new section 15-13A, which shall be and read as follows, to wit:

"Sec. 15-13A. A verbatim copy of Sec. 15-13 may be attached as an exhibit to and incorportated in and made a part of any contract made by or on behalf of the City of Fort Wayne, Indiana for any public work; which shall constitute compliance with Sec. 15-13-2."

SECTION 3. That General Ordinance No. 60-66, heretofore adopted on May 10, 1966 is hereby repealed.

SECTION 4. That this Ordinance shall be effective upon passage, approval by the Mayor, and due legal publication hereof.

John Nuckols
Councilman

Read the third time in full and on motion by Nuckols, seconded by Hinga and duly adopted, placed on its passage. Passed by the following vote:

Ayes: Six
Hinga, Moses, Nuckols, V. Schmidt, Stier, Talarico
Nays: Three
Burns, Hunter, D. Schmidt

Date: 12-12-78 Charles W. Westerman
City Clerk

Passed and adopted by the Common Council of the City of Fort Wayn Indiana as General Ordinance No. G-34-78 (as amended) on the 12th day of De 1978.

ATTEST: (SEAL)

Charles W. Westerman Samuel J. Talarico
City Clerk Presiding Officer

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 13th day of December, 1978, at the hour of 11:45 o'clock A.M.,E.S.T.

Charles W. Westerman
City Clerk

Approved and signed by me this 20th day of December, 1978, at the hour of 3:00 o'clock P.M.,E.S.T.

Robert E. Armstrong
Mayor

CALL, CONSENT AND WAIVER OF NOTICE OF A SPECIAL MEETING OF THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA, TO BE HELD

We, the undersigned, being all of the members of the Common Council of the City of Fort Wayne, Indiana do hereby call a special meeting of said Council to be held on May 20, 1980 at 7:00 o'clock P.M., E.S.T. and jointly and severally waive notice of the time, place and purpose of said meeting and consent that same be held on the aforesaid date for the purpose

Bills No. - S-80-05-06 & S-80-05-05

Bill No. S-80-05-05 -- AN ORDINANCE authorizing the City of Fort Wayne to issue its "Economic Development First Mortgage Revenue Bonds, Series 1980 (Teco, Inc., Project #1)" and approving other actions in respect thereto and Bill No. S-05-06 - AN ORDINANCE authorizing the City of Fort Wayne to issue its "Economic Development First Mortgage Revenue Bonds, Series 1980 (Teco, Inc. Project #2)" and approving other actions in respect thereto for consideration.

Vivian G. Schmidt

John Nuckols

Mark E. Giaquinta

DATED THIS 13th day of May, 1980

Charles W. Westerman
CHARLES W. WESTERMAN
CITY CLERK

Made a matter of record 5-13-80

Charles W. Westerman
Charles W. Westerman
City Clerk

THE COUNCIL THEN ADJOURNED.

CERTIFICATE

I hereby certify that I am the duly elected, acting and incumbent City Clerk of the City of Fort Wayne, Indiana and as such the custodian of the records of the Common Council of said City and that the above and foregoing is the true, full and complete record of the proceedings of the Common Council of the City of Fort Wayne, Indiana for its Regular Session, held on Tuesday the 13th day of May, 19 80 that the numbered ordinances and resolutions shown therein were duly adopted by said Common Council on said date and were presented by me to the Mayor of the City of Fort Wayne and were signed and approved or disapproved by said Mayor as and on the dates shown as to each such ordinance and resolution respectively; and that all such records, proceedings, ordinances and resolutions remain on file and record in my office.

WITNESS my hand and the official seal of the City of Fort Wayne, Indiana, this 16th day of May, 19 80.

Charles W. Westerman

Charles W. Westerman
City Clerk